Gen Conf 1977 2nd drawer

Universal Fellowship of
Metropolitan Community Churches

Reports and Directives

GENERAL CONFERENCE VIII

DENVER, COLORADO – AUGUST 1 – 7, 1977

"Think on these things..."

TABLE OF CONTENTS

Page	
1	General Conference Procedures
2	Agenda of Business Meeting
3	Elders' White Paper
39	Christian Social Action Commission Report
41	Task Force on Women
43	Task Force on Men
44	Innovative Ministry Commission Report
47	Samaritan Theological Institute Report
51	Religious Institutes Commission Report
52	Faith, Fellowship and Order Commission Report
54	Board of Institutional Ministry Report
56	National Evangelistic Team Report
58	Board of World Church Extension Report
63	Christian Education Commission Report
82	Church Hymnody Committee Report
85	Church Services Department Report
86	Publications Department Report
90	Campus Ministry Board Report
95	Washington, D.C. Field Office Report
97	Lay Concerns Office Report
99	Ministerial Credentials and Affairs Committee Report
103	Bylaws Committee Report
104	Combined Bylaws Committee and Government, Structures, and Systems Commission Report
105	Government Structures and Systems Commission Report
106	Faith, Fellowship and Order Commission Report
108	Finance Report
145	Proposed Budget, Church Year 1977-1978
150	Resolutions of the General Conference
154	Ministers of the Eighth General Conference
156	Lay Delegates of the Eighth General Conference

Universal Fellowship of Metropolitan Community Churches

Eighth General Conference

Agenda of Business Meeting

1. Seating of Lay Delegates & Ministers
2. Prayer*
3. Board of Elders White Paper
4. Treasurer's Report
5. Bylaws
6. Institutional Ministry
7. Campus Ministry
8. World Church Extension
9. Board of Trustees: Samaritan Theological Institute
10. Bylaws
11. Faith, Fellowship & Order
12. Religious Institutes
13. Innovative Ministries
14. National Evangelistic Team
15. Government, Structures & Systems
16. Bylaws
17. Hymnody Committee
18. Christian Social Action
19. Christian Education
20. Washington Field Office
21. Lay Advisory Board
22. Bylaws
23. Ministerial Credentials & Affairs Committee
24. Publications
25. Budget & Finance
26. Action Items & Resolutions
27. Election of Elders
28. Action Items & Resolutions

Universal Fellowship of Metropolitan Community Churches

Welcome to the Annual General Conference of the Universal Fellowship of Metropolitan Community Churches. From one local Church in Los Angeles, California to an International Fellowship, we have grown; and with our growth comes the need for a more adequate parliamentary procedure to facilitate the flow of our Business Meetings.

The Chair has discovered that while Americans are familiar with Roberts Book of Rules, many of our members from outside the United States of America are not. For that reason, the Chair has ruled that "Roberts" will not be used, but will be substituted with the chart found at the bottom of this sheet.

The chart will not permit the General Conference to be subject to parliamentary maneuvers intended to slow the will of the majority of the Conference. It will supply us with the gastest means available to facilitate business.

Please observe the following rules:

1. Lift your hand if you wish to be recognized. (If you are not recognized take your hand down until the floor is yielded. The chair will not call on Delegates who do not follow this rule.)
2. Address the Chair as "Mr./Ms. Moderator."
3. Give your name as well as the location of your church home.
4. Generally, a delegate may speak only once to any given motion.
5. The Chair may limit the time of all speakers.
6. The Chair normally will only vote during a business meeting., if there is a tie or if the Chair wishes to record his/her vote to a certain vote, after the vote of the Conference is finalized.
7. The Chair requests that each of us pray and ask the Lord's guidance in the business to come before the body.

SUMMARY CHART OF MOTIONS

Motion		*Debatable*	*Amendable*	*Vote*	*May Have Applied to It*
Ordinary Motions* (in order of rank)	1. To adjourn	No	No	Majority	C
	2. To Recess	No	Yes†	Majority	7, C
	3. To Close Debate	No	No	2/3	C
	4. To Limit (Extend the Limits of) Debate	No	Yes†	2/3	7, C
	5. To Postpone	Yes	Yes	Majority	3, 4, 7, C
	6. To Refer	Yes	Yes	Majority	3, 4, 7, C
	7. To Amend	Yes	Yes	Majority	3, 4, C
Main Motion* (lowest rank)		Yes	Yes	Majority	3, 4, 5, 6, 7, C, E, F
Special Motions (no rank among themselves)	A Point of Order	No	No	None	None
	B To Appeal*	Yes	No	Majority	3, 4, C
	C To Withdraw	No	No	Majority	None
	D To Suspend the Rules	No	No	2/3	C
	E To Reconsider*	Yes	No	Majority	3, 4, C
	F To Rescind*	Yes	Yes	Majority	3, 4, 5, 6, 7, C

* When ordinary motions are made with no main motion on the floor, they are treated like other main motions. They are debatable, amendable, and their consideration may be referred, postponed, etc.

Reverend Troy D. Perry, *Founder*
International Offices: Post Office Box 5570, Los Angeles, CA 90055 † (213) 680-2111

July 1, 1977

Elders White Paper
Report to General Conference 1977

Members & Delegates
In Assembly for the
Eighth Annual General Conference of
THE UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

Sisters & Brothers, Greeting in Christ's Name:

The intent and purpose of the presentation of this white paper is to give an accounting of the "State of the Church." This document will be made available to official delegates and pastors upon registration for the Conference, and will be presented as the first piece of official business immediately following roll-call and the seating of the delegates.

In this presentation, you will be apprised of the actions of the Board of Elders, the standing Committees and Commissions, and of the various Districts of the UFMCC during the fiscal year, August 1976 through July of 1977. Included in the report will be the individual and collective activity of the Moderator, Vice Moderator, Treasurer and Clerk of the Board of Elders, as well as the activities of the Board in its' entirety.

Further, in consideration of time economies, it may contain recommendations and resolutions for action by this Conference, which hopefully, will be considered by the Conference as approving these recommendations and actions as a single entity. (Exceptions will include: Vote of renewal and/or elections of Elders eligible for consideration this year, as well as any addenda which require two-thirds vote for passage.

The year past was not marked by the spectacular growth in numbers of new congregations. It was rather, a year in which we have come to grips with some basic Christian understandings, struggled against over-institutionalization, expanded our outreach in the European Continent and Canada, and solidified our positions in many areas. The year began, significantly, with General Conference in Washington and was highlighted by the wreathlaying candlelight procession to the feet of the "Great Emancipator", Abraham Lincoln. The struggle continues on the part of this Fellowship to bring the word of God--manifest through Jesus Christ--to all people everywhere. We have stood firm in the face of bigotry, pious proclamation, and the vast animosity created by those who have not yet discovered that God reveals concern for ALL through Christ! We persevere, and will not be content until all people are truly free, and really have equal rights!

Represented at this Eighth General Conference are 58 Churches, 13 Missions, and 34 Study Groups. This is an increase of 13 total church bodies from last year. The total number of members and adherents of the UFMCC as of this General Conference is 23,012 members. This means that the UFMCC has an 11% increase in church bodies organized over last year and a 14% increase in our membership.

Significant action taken in meetings of the Board of Elders is culled from the minutes of the Board Meetings, and is herewith recalled and reported;

Washington, D.C., August 9-15. Elders present: Perry, Hose, Sandmire, Vincent, Gill, Smith, and Cureton.

Requests for mission status was approved for Portland, Oregon. Charter status was granted to Wichita, Kansas and Zaria, Nigeria. The area of World Church extension covering Australia and New Zealand was created as the District of Australasia. A central Accounting system was adopted for the entire fellowship including Church World Extension.

The meeting was re-called with Elders present: Perry, Hose, Sandmire, Smith, Cureton, Arehart, and N. Wilson. The Board elected the following officers: Perry, Moderator; Hose, Vice Moderator; Sandmire, Treasurer; Cureton, Clerk. In view of the election of Rev. Arehart to the Board of Elders, Rev. Art Ramirez was appointed to serve as Acting District Coordinator for the Mid-Central District.

A budget was extablished to send Rev. Carlton to England early in 1977, and it was agreed that a member of the Board of Elders would be chosen to serve as an Executive Secretary for Church World Extension. Voted that the Board of Elders would all serve as Liaison Elders to the Commission on Government, Structures, and Systems. It was proposed that a "Lay Advisory Council" be generated to provide input to the Board of Elders and the General Conference. Rev. Elder Freda Smith was named to serve as Secretary of Church World Extension until General Conference 1977. The following persons were appointed to Boards, Committees, and Commissions as follows:

BOARD OF CAMPUS MINISTRY: Director, Rev. Michael E. England; Liason Elder: Elder Smith.

BOARD OF TRUSTEES, SAMARITAN THEOLOGICAL INSTITUTE: Liason Elder: Elder Wilson.

COMMISSION ON FAITH, FELLOWSHIP AND ORDER: Chairperson-Rev. Howard Wells; Asst. Chairperson-Rev. Valerie Valrejean; Liason Elder-Elder Sandmire.

COMMISSION ON RELIGIOUS INSTITUTES: Chairperson-Rev. Paul Breton.

COMMISSION ON GOVERNMENT, STRUCTURES AND SYSTEMS: Chairperson-Rev. Kenneth Martin; Liason Elder-All Elders.

COMMISSION ON CHRISTIAN SOCIAL ACTION: Chairperson-R. Adam DeBaugh, Liason Elder-Elder Cureton.

Committee on Racism: Chairperson: Rev. Jeri A. Harvey

Committee on Human Awareness: Co-chairpersons--Rev. Ann Montague, Rev. Frank Murr.

Task Force on Women: Chairperson-Rev. Ann Montague.

Task Force on Men: Chairperson-Rev. Frank Murr

Task Force on Human Rights: Chairperson-Mr. Ray Hill.

COMMISSION ON CHRISTIAN EDUCATION: Chairperson-Rev. David Carden, Vice Chairperson-Rev. Karen Linstrom; Liason Elder-Elder Arehart.

COMMISSION ON INNOVATIVE MINISTRIES: Chairperson-Rev. Joan Johnson; Members: Rev. Walter Collins, Mr. Arthur McDonald, Ms. Judy Weber, Rev. Brenda Hunt. Liason Elder-Elder Cureton.

Task Force on Aging: Chairperson: Rev. Walter Collins

Task Force on Handicapped: Chairperson: Mr. Arthur McDonald.

Task Force on Alcoholism: Chairperson: Ms. Judy Weber

Task Force on Drug Abuse: Chairperson: Rev Brenda Hunt

MINISTERIAL CREDENTIAL AND AFFAIRS COMMITTEE: Chairperson: Rev Robert Wolfe; Members: Rev. Bill Chapman, Rev. Shawn Faffell, Rev. Jim Dykes, Rev. Jack Isbell.
BY-LAWS COMMITTEE: Chairperson: Mr. Herm Mank; Liaison Elder: Elder Hose.

GENERAL CONFERENCE RESOLUTIONS COMMITTEE: Chairperson: Rev. Rhea Miller.

PUBLICATIONS & PUBLIC RELATIONS DEPARTMENT: Director of Publications & Editor of In UNITY-Rev. Richard Mickley; Editor of THE GAY CHRISTIAN-Rev. F. Jay Deacon; Liaison Elder: Rev. Elder Perry.

LOS ANGELES, CALIFORNIA, Nov. 1-5. Elders present: Perry, Hose, Sandmire, Cureton, Smith, Arehart and Wilson.

The Board of Elders met for three days with the District Coordinators, receiving reports on the status of each District, functioning in an advisory capacity to expand and continue the work of the Fellowship.

Requests for Mission status were approved for Memphis, Tenn. and Fort Wayne, Indiana. Also, Las Vegas shall continue to be listed as a Mission. Charter requests was approved for Nashville, Tenn. Thesis topic was approved for Rev. Jeffrey Pulling.

Minutes of this meeting reflect that the Treasurer of the Board of Elders has sole authority and/or responsibility for individual expenditures of funds for items covered by the budget. Non-budget expenditures require consultation with the entire Board of Elders and approval of the majority. The Board received the 1st quarterly income and expense statement from the treasurer, and offered commendation to the Treasurer and Mr. Herb Shannon, accountant.

Moved to approve expenditures for Rev. Elder Freda Smith, Executive Secretary of World Church Extension for monthly travel to Los Angeles in order to properly fulfill the functions of this office. Rev. Smith was also requested to draft a statement indicating that the UFMCC does not sanction separatist Church groups or discrimination against any race within the UFMCC.

Moved to grant a years leave of absence to Rev. Robert Falls from the professional ministry to extend to General Conference VIII, with specified stipulations regarding documentation.

Moved to combine the offices of National Administrator and Chief of Chaplains for the Board of Institutional Ministry; appointed Rev. Robert Arthur to serve as National Director of Institutional Ministries, to receive the combined salaries budgeted for the two former positions, and that he serve as Chairperson of the Board of Institutional Ministries. Further, that the remainder of the Board shall consists of the Chaplains, acting Chaplains, and Area Representatives who shall function in an advisory capacity. Finally, moved to advise District Coordinators that there are no budgeted funds for local institutional ministries, and these efforts are commended to the care of the Districts and local church groups.

Moved to accept the resignation of Rev. Michael England as Director of Campus Ministry and commend him for his work in this area. Named Robert M. Berry to the position of Director of Campus Ministry, and named the following persons to serve on this Board:
Rev. Phil Speranza (Ottawa, Ont.), Jack Hubbs (San Francisco), Michelle Lish (Anchorage), Dr. Russ Meyers (Des Moines), J. D. Teague (Albuquerque) Rev. Rhea Miller (Denver), Ray Hill (Houston), Rev. Marshall Williams

(Oakland), Shelly Hamilton (State College, Pa.), Claudia Hendricks (Chicago), Rev. Michael England (Washington, D.C.)

Moved to accept the report of the Board of Trustees of SAMARITAN THEOLOGICAL INSTITUTE as amended, and named the following persons to the board for the year 1976-77: President-Ms. Karen Wheeler; Dean-Rev. Jeffrey Pulling, Sec'y.-Tres.- Rev. Richard Vincent; Rev. Richard Ploen, Rev. James Sandmire.

Named the following persons as members of the COMMISSION ON FAITH, FELLOWSHIP AND ORDER for the year 1976-77:

Rev. Howard Wells-Chairperson (Atlanta); Rev. Ron J. Anderson, Rev. John Ayres, Rev. F. Jay Deacon, Mr. George Dube, Rev. Jim Dykes, Mr. Larry Gauer, Rev. Jim Glyer, Ms. Jackie Harris, Rev. Rodger Harrison, Mr. Warren Harrison (Sydney, Aus.), Rev. Jack Isbell III, Rev. Jim Jaynes, Rev. Karen Linstrom, Mr. Herm Mank, Rev. Gloria Merrill, Rev. Richard Mickley, Rev Michael Nordstrom, Rev. Jeffrey Pulling, Ms. Cindy Smith, Rev. Eileen Steichen, Rev. Valerie J. Valrejean, Rev. Gary L. Wilson, Rev. Thomas S. Bigelow.

The following persons were named to serve on the Commission on Religious Institutes: Chairperson-Rev. Paul Breton; Members: Rev. Jack Isbell III, Sr. Constance Peck, Rev. Teri Roderick, Mr. Chuck David, Rev. Stan Harris. It was moved that these commission members will serve for 5 years. Rev. Smith was named liaison Elder to the Commission. Rev. Breton was requested to prepare an analysis and evaluation of the "orders" already constituted, i.e., SRC and Morningstar.

The following persons were named to serve on the TASK FORCE ON HUMAN RIGHTS of the Christian Social Action Commission:

Chairperson: Ray Hill (Houston); Members: Rev. Don Borbe, Rev. Roy Birchard, Terry Luton, Neel Nichols, Lee Obery, Bill Fitzgerald, Greg Ramouf, Rita Wanstrom, Rev. Robert Sirico, Evelyn Reyes.

Moved to appoint the following people to the TASK FORCE ON WOMEN:

Chairperson-Rev. Ann Montague. Member-Rev. Rhea Miller, Further authorized the chairperson of the TFOW, after consultation with District Coordinator, to appoint representation from any District which had not elected a representative.

The following persons were named to the TASK FORCE ON MEN of the Christian Social Action Commission:

Chairperson-Rev. Frank Murr. Members: Rev. Robert Sirico, Mr George Bright, Rev. Marshall Williams, Bruce Besley, Evan Davies, Rev. Arthur Fleschner, Rev. Jim Jaynes, Steve Torrence.

Moved that the following people be named to the COMMITTEE ON RACISM of the Christian Social Action Commission;

Chairperson: Rev. Jeri Ann Harvey. Members: Ms. Jean Bush, Rev. Heather Anderson, Ms. Rebecca Bell, Ms. Lucia Chappelle, Steve Jordan, Rev. Jose Mojica, Bill Tom, Rev. Gary Wilson, Ray East, Oscar Garcia-Vierra. Jerry Cunningham, Carlos Lopez.

Moved to accept the appointees submitted by Rev. David Carden to the CHRISTIAN EDUCATION COMMISSION as follows:

Chairperson-Rev. David Carden; Vice-Chairperson--Rev Karen Linstrom, Members: Rev Michael Nordstrom, Rev. Jeffrey Pulling, Rev. Charles Larsen, Rev. Jim Hill. Liason Elder: Rev. Elder Wilson to replace Rev. Elder Arehart.

Moved that the following people be appointed to the TASK FORCE ON AGING of the COMMISSION ON INNOVATIVE MINISTRIES:
Chairperson-Rev. Walter Collins. Members: Rev. Robert Darst, Mr. Russell Anderson.

Moved that the following people be named to the TASK FORCE ON HANDICAPPED:
Chairperson-Mr. Arthur MacDonald. Members: Rev. George McDermott, Rev. Michael Nordstrom.
Other persons to be appointed to both of these task forces in the future, upon recommendation by the chairperson.

Moved that the following people be named to the TASK FORCE ON ALCLHOLISM:
Chairperson-Judy Weber. Members: Walt Applebaum, Buff Fisher, Rev. John Rowe, Don Treble, Gerald Harris, Pepter Pond.

Moved that the following people be named to the TASK FORCE ON DRUG ABUSE:
Chairperson-Rev. Brenda Hunt. Members: Jane Carl, Don Dudgen (Aus.) Tirey Ford, Anna Fuenes, Chip Garcia, Linda Laster, Steve Quesnel, R. Ford Singletary.

Moved that a Ministerial Credentials and Affairs Subcommittee on Ministerial Concerns be appointed to fulfill the mandate of General Conference as outlined in MCAC Report. Committee appointed to consist of Rev. Charles Larsen and Rev. Michael England. Further approved the study proposal as submitted by Michael England, and directed that it be implemented by the Fellowship offices.

Moved that the MCC National Evangelistic Team (USA) shall consist of Rev. Ron Anderson, Ms. Jeanne Leggett and Annette Beall to function until General Conference VIII, Rev. Cureton to serve as liaison Elder.

Moved that the following people be appointed to serve on the Committee on Church Hymnody: Chairperson: Rev. Larry Bernier.
EDITORIAL SUBCOMMITTEE MEMBERS: Rev. Val Valrejean, Rev. Willie Smith, Rev. Austin Amerine, Rev. Teri Roderick, Mr. Herm Mank, Mr. Carl Mathis, Mr. Frank Williams.

ADVISORY SUBCOMMITTEE MEMBERS; Rev. Joseph Gilbert, Bill Memmott, Charlie Butler, Charlene Taylor, Marge Ragona, Frank Jackson, Rev. Arthur Fleschner, Eric Steckell, James F. Ross.

The Board accepted the following Operating Procedure for the Committee on Church Hymnody:

1. Advisory Subcommittee channels suggestions, ideas, new works, etc., to Editorial Subcommittee.
2. Editorial Subcommittee edits materials, does copyright search,, permission requests, etc. on a "block" (10-20 hymns/songs) of material.
3. Individual copies of each "block" of material are forwarded to each member of advisory subcommittee for criticism.
4. Three copies of each "block" of material are forwarded to the chairpersons of 1) The Committee on Racism, 2) The Task Force on Women, 3) The Task Force on Men; each chairperson of these groups will retain one copy and forward the other copies to 2 persons in his/her group who are appointed by him/her as critical readers in the groups' sphere of interest.
5. Advisory subcommittee members and critical readers return their copies to Editorial subcommittee with comments, critiques, suggestions, for final editing.

Named Rev. Roy Birchard as Church Relations Director of the Washington DC Field Office, that R. Adam DeBaugh be named as Social Action Director of the Washington DC Field Office; that Rev. Birchard be funded for UFMCC participation in J-SAC, to serve as our representative to that body.

Moved that the South-Atlantic District be created composed of the states of North Carolina, South Carolina, Georgia, Tennessee and Virginia. Further, that the remaining Southeast District be composed of the states of Florida, Alabama, and Mississippi, to become effective on November 14, 1976.

Moved that the Board of Elders recognize SAMARITAN THEOLOGICAL INSTITUTE as the accredited School of the UFMCC, and noted that it is recognized for VA Benefits.

Moved to approve the draft procedure letter concerning "Are Ministers Required to Attend Conferences?" as submitted by Rev. Cureton in response to an inquiry from Rev. Arehart. Attached to this report as Addendum I.

The Board also made the following appointments:
BANKTRAVEL to act as the official convention agency for General Conferences in 1977, 1978, and 1979, with duties to be defined.

Moved that the Board of Elders extend an invitation to Ted McIlvenna to speak at General Conference VIII.

Moved that the Board of Elders extend an invitation to Gregory Baum to speak at General Conference VIII.

Appointed Larry Rodriquez as Chairperson of the General Conference VIII Ushers Committee.

Moved that all clergy and lay delegates be assessed a $5.00 Registration Fee for General Conference VIII to cover cost of printing materials upon payment of said fee.

Authorized the Metropolitan Community Church of the Rockies to facilitate the publication of the "Conference News" with advertising to pay for the publication, and proceeds (if any) to be shared by the UFMCC and the local Denver congregation.

Moved that Rev. Stan Harris be invited to conduct a Worship service during General Conference VIII as outlined in his letter of 10/8/76.

Appointed Rev. Larry Bernier as Chairperson of General Conference VIII Music Committee, requested a proposal for a coordinated music program for Board consideration. Also requested proposal for Conference Bookstore from the Publications Department. Appointed Elders Cureton and Hose to bring proposal for the scheduling of General Conference meetings and services for consideration at the January meeting of the Board.

Set the schedule for the two minister's conferences to be held in January at Long Beach MCC, and at Lake Byrd Lodge--Avon Park, Florida, in March. Named the following ministers to serve on Panels for the subsequent conferences:

West Coast: Teri Roderick, Jim Harris, Virgil Scott, Eileen Steichen, David Farrell.
East Coast: Ken Martin, Howard Gaass, Charlene Taylor, Bob Darst, Art Ramirez.

Requested that Rev. Sandmire bring recommendations to the Board concerning the structure and function of Lay Advisory Board. Requested that Rev. Perry is requested to bring recommendations to the Board concerning the structure and function of a professional advisory group.

Moved that the action creating the Executive Committee of the Board of Elders be rescinded.

LOS ANGELES, CALIFORNIA, January 24-27. Elders Present: Perry, Hose, Sandmire, Cureton, Smith, Arehart, and Wilson.

Mission Status Requests were granted to the following:
EUGENE, OREGON - Effective January 24, 1977
TUCSON, ARIZONA - Effective January 24, 1977
SARASOTA, FLORIDA - Effective February 13, 1977
SAN LUIS OBISPO, CALIFORNIA - Effective January 24, 1977

Approved charter requests for the following groups based upon recommendations of the appropriate Boards of Home Missions:
PORTLAND, OREGON - Effective January 9, 1977
OTTAWA, ONTARIO, CANADA - Effective date of Charter Presentation.
PITTSBURGH, PENNSYLVANIA- Effective February 20, 1977
POMONA, CALIFORNIA - Effective date of Charter Presentation.

Approved Ordination Theses for the following:
Rev. Tom Taylor - with stipulation.
Rev. Jeri Ann Harvey, Rev. Candace Naisbitt, Rev. Ron Pannell, Rev. Jeffrey Pulling, Rev. Richard Mickley, Rev. Randy Cypherd.

Moved that Sandy McMillan and Ronald Lane Hanson be permitted to apply for relicense at General Conference VIII.

Moved that Larry Gauer, Lloyd Greenway and JoAnne Monti be licensed as ministers of the UFMCC until General Conference VIII as recommended by the Coordinator of Worch Church extension in Canada.

Moved that the following policy statement be included in the requirements of the professional ministers in the UFMCC:

> "Anyone applying for licensure to the ministry of the UFMCC must be competent to pastor a church. However, we recognize and affirm that certain persons may be called, either permanently, or for a given period, to specialize in chaplaincy, pastoral counseling, teaching, church administration or other areas of Christian ministry (traditional or innovative) as defined by the General Conference of the UFMCC."

Moved that a letter be sent to East Bay MCC and B.J. McDaniel clarifying her current status.

Received the six-month statement of Income and Expense from the treasurer, and accepted the report. Moved that an advisory board to the Finance committee be approved, comprised of one minister and one lay person elected by each District and World Church Extension area. The function of the group will be to participate in "Budget Hearings" at General Conferences, participating members to travel at

their own expense.

Moved that the Treasurer be authorized to pursue acquisition of State Tax Numbers for both California and Colorado. Further that the Treasurer's office and Finance Committee be given complete financial control of General Conference, including the Bookstore.

Moved that the Treasurer be empowered to notify member churches and individuals participating in the insurance program that, effective February 28, 1977, the UFMCC will no longer pay insurance premiums for individuals whose premiums are not paid to the Fellowship.

Moved that incorporation papers for the Canadian Fellowship be given to the lawyer who is representing the UFMCC for his review.

Moved that all monies designated for Church World Extension be directed to UFMCC Treasurer to be held in a special reserve account for this purpose.

Also noted that Rev. Carlton would become salaried at the rate of $750.00 per month, effective February 1, 1977, and that this salary shall be guaranteed for a period of one year.

Moved the following resolution as an official statement of the Board of Elders of the UFMCC:

> "Whereas the UFMCC was brought into existence as a Christian church with a special mission to preach the liberation of Christ to all people, individually and collectively, and
> Whereas the UFMCC has, from its inception, addressed itself to confronting discrimination and oppression in all forms, against all people;
> BE IT RESOLVED THAT the UFMCC does not sanction separatist church groups or discrimination against any race within the UFMCC, under any conditions, or in any country of the world."

Moved that orderly transfer of records be made when District Coordinators terminate their office.

Approved the transfer of the Joplin, Mo. study group to the South Central District, contingent upon agreement of the Board of Home Missions of the South-Central and Mid-Central Districts.

The following assignments were made as liaison Elders to the various Districts in the USA:

Northeast District	Elder Wilson
South Atlantic District	Elder Hose
Southeast District	Elder Hose
Great Lakes District	Elder Wilson
Mid-Central District	Elder Arehart
South Central District	Elder Cureton
Northwest District	Elder Smith
Southwest District	Elder Sandmire

Districts are requested to contact liaison Elder before contacting other members of the Board in any given situation. The liaison Elder is to attend one District Conference each year. The Board of Elders requests that the District Coordinators contact their liaison Elder monthly, and the liaison Elder is also encouraged to interact with lay representatives of the District as needed.

Approved as submitted the By-Laws of MCC IN THE VALLEY, No. Hollywood, Ca., and

MCC of The Resurrection, Houston, TX.

Moved that MCC Las Vegas be returned to Study Group Status pursuant to the recommendation of the Board of Home Missions of the Southwest District, retroactive to December 7, 1976.

Appointed a Committee of three persons to investigate the status of King of Peace MCC, St. Petersburg, Fla. consisting of Rev. A. Evan St. Ives, District Coordinator; Rev. John Gill, Asst. District Coordinator, and Rev. David Carden.

Moved to extend leave of absence for Rev. John Robert Falls until General Conference VIII , with stipulations. Moved that the Rev. John Isbell III be granted a one year leave of absence effective January 14, 1977, with stipulations.

Confirmed support for the Rev. L. Robert Arthur, director of Institutional Ministries (USA) with regard to the right of prisoners to receive literature from the UFMCC.

Appointed Ms. Keri Brown to the Board of Campus Ministry.

Accepted, with regret, the resignation of Rev. Richard Vincent from the Board of Trustees of Samaritan Theological Institute, and appointed Rev. Robert Arthur to fill the vacancy.

Moved that the B of E endorse the following resolution to be brought to the floor of General Conference:

> BE IT RESOLVED that the responsibility for approving each individual Exhorter's preparation and the exhorter training program of each local church is given to the Board of Trustees of S. T. I.

Appointed Rev. Valerie Bouchard and Rev. Jim Hill to the Commission on Faith, Fellowship and Order, to fill the positions of Rev. Jack Isbell and Mr. George Dube, who have resigned.

Received the report of Rev. Paul Breton on Religious Institutes. Appointed Rev. Marshall Williams to the Commission. Moved to acknowledge the Society of the Reign of Christ as ceasing to be recognized as a pilot project for the Commission effective January 5, 1977. Recommended that Rev. Breton inform James Jarman that the Order of St. Matthew will be placed on the mailing list of the Commission, and that they are to be commended for the thought and effort that has been put into their establishment. Finally, the Board of Elders encourages Rev. Breton to puruse the combining of the Rules of the established orders.

Appointed Elder Wilson to serve as liaison Elder to the Commission on Christian Social Action, replacing Rev. Elder Cureton, whose duties as Clerk of the B. of E. necessitate her service in other areas.

Accepted the resignation of Rev. Ann Montague from the Task Force on Women, and appoint Rev. Claudia Vierra to chair the Task Force. Further clarification relative to the composition of said Task Force was made, to wit, that the Task Force shall consist of an elected representative from each District and up to 8 additional appointees.

The following people were appointed to the Commission on Christian Education: Fred Conwell, Dennis Trady, Kay Kaiser, Weldon Stewart, Larry Rodriguez, Rev. JoAnne Monti, Rev. A. Evan St. Ives, Rev. L. Robert Arthur, Rev. Tim Ehmke.

Appointed Rev. Charles Arehart to serve as liaison Elder to the Commission on Innovative Ministries, replacing Rev. Cureton.

Appointed the following persons to the Task Force on Aging: James L. Gribben, Patricia Litka.

Moved that a Task Force on Counseling be added to the Commission on Innovative Ministries, to be comprised of the following appointments:
Chairperson: Ms. Sandy Breitmayer; Secretary-Ms. Rita Ciseros;
Members: Betty Pederson, David Stewart, Jack Hubbs, Arnold Swanson, Terry Foster, Dennis Dipasquale, Rev. Jim Glyer, Judy Weber, Dr. Jack Wisman, Rita Wanstrom, Gene Lindquist, Barbara Culver, Sandy Taylor, Rev. George McDermott, Marie Dennis, Rev. Valerie Bouchard, Tom Good, Gloria Martin, Rev. Jim Dykes, Barbar Smoker, Gloria Audet,,Marian Gains , Rev. Art Cazeault, Rev. Paul Peachey.

Moved that the MINISTERIAL CREDENTIALS AND AFFAIRS COMMITTEE be expanded to nine persons, and that a Subcommittee on Standards as well as a Subcommittee on Concerns be appointed from the members of the MCAC, further that interview teams be appointed from the Committee at large, and that their functions are as follows:

The Subcommittee on Standards to consist of 4 members should begin a review of current standards, policies and practices, establish a program of assessing the Fellowship's needs in clergy; establish a program for assessing current preparation in relation to capacity to function. The subcommittee should consider it's task this year to be a planning stage for development of a statement of standards and requirements in two or three years time. After that, the subcommittee would maintain an on-going study of the Fellowship's needs and make reports to the Board of Elders for final action.

The Subcommittee on Concerns to consist of 4 members, would spend considerable time in hearing from clergy of the Fellowship in both counseling and testimony situations, with a view towards identifying and defining problem areas which are adversely affecting the ability of the ministers to function adequately in the unique ministry of the UFMCC. The subcommittee should report it's findings and recommendations to the Board of Elders for final action. It would be hoped that the work could carry on between conferences in the form of assigned studies and research.

Interview Teams to consist of three teams with three members each. Teams would be assigned from the committee at large, that is, without reference to subcommittee assignment. Participation of subcommittee members in the interview process would seem important because of the insights to be gained in areas of standards and concerns. Teams would be authorized to grant or deny credentials on the basis of unanimous vote (equivalent of the present majority vote.) Any other vote would be referred to the full committee. It is also understood that the Chairperson of the MCAC would appoint Team Leaders as well as assign the members of each interview team.

The following persons were appointed to the MCAC Committee as additional appointees and to replace the vacancy created by the resignation of Rev. John Isbell III: Revs. Roy Birchard, Bonnie Daniel, John Gill, Michael England, Charles Larsen with Rev. James Glyer to serve as alternate member designated to replace any member who resigns or is removed.

Appointed the following persons to serve on the SUBCOMMITTEE ON STANDARDS Chairperson: Rev. John Gill. Members: Rev. C. Shawn Farrell, Rev. Roy Birchard, Rev. Bill Chapman.

Appointed the SUBCOMMITTEE ON CONCERNS as follows: Chairperson. Rev. Charles Larsen. Members: Revs. Michael England, Jim Dykes, Bonnie Daniel.

Moved, that after General Conference VIII, licensing and re-licensing will be approved by District MCAC Committees appointed by the Board of Elders and working in accord with standards established by the Board of Elders.

Moved that the Board of Elders submit to the By-Laws Committee the following proposed by-laws change to Article IX-A:

"For the purpose of the transaction of business, the UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES will hold a biennial General Conference, beginning in 1977..."

Further moved that Article V. B. 1. (b) last sentence:

"...The term of office for a member of the Board of Elders will be four (4) years, with ½ the membership of the Board to be elected at each General Conference."

If these amendments are adopted, provision would then be made by a special act of this Conference to fill the terms that would normally expire in 1977 and 1978, and these four persons would serve until 1981.

The following additional appointments were made to the COMMITTEE ON CHURCH HYMNODY:

Advisory Subcommittee: Jean Gralley, Carl Barnwell
Editorial Subcommittee: Marlin Griddle

A report on the work of the committee was presented by Rev. Larry Bernier.

Accepted the report submitted by the Publication's Department, and appointed Jane Carl to serve on the Advisory Committee of IN UNITY.

Moved that the Board of Elders approve the Organization of Universal Fellowsip Press as outlined:

The Universal Fellowship Press is the general title of the arm of the Board of Elders which provides for publications and church services within the Universal Fellowship.

It is composed of two departments: The Department of Publications, and the Department of Church Services. Each department is headed by a five-member Board of Directors, since much of the work involves capital expenditures.

Currently, the Board of Directors of the UFP, which is responsible in all ways to the Board of Elders, consists of: Rev. Troy Perry, Liaison Elder; Rev. James E. Sandmire, Treasurer; Mr. Francis Joachim, Lay Administrator and Chairperson of the Board of Directors UFP; Rev. Richard Mickley, Director, Department of Publications; Rev. Laurence Bernier, Director, Department of Church Services. This Board shall meet at least monthly for a minimum of two hours.

It was moved that the Board of Elders approve the Organization of the Department of Church Services as outlined:

The Department of Church Services functions as a department within the Universal Fellowship Press, together with it's alter ego, the Publication's Department. The Director of Church Service currently serves as a de facto member of the Publication's Dept., which at this stage is under-staffed, in addition to fulfilling the basic needs of a fledgling Church Services Dept. In it's completed form, the Church Services department will be charged with:

a) Developing, distributing and revising all Fellowship forms, including all necessary inventory control.
b) Supervising advertising and publicity for Fellowship publications in conjunction with the Publication's Dept.
c) Coordinating and diseminating information concerning programs and publications developed by individual MCC groups to all other such groups.
d) Developing and publicizing programs for use by MCC groups, and
e) Control inventory and supervise shipping of publications and other material.

The creative aspects of the current Church Services function make it essentially a one-person operation for the forseeable future, although some part-time help is envisioned as necessary for shipping and inventory control.

It was moved that the Board of Elders approve the Organization of the Department of Publications as outlined:

The Department of Publications is a department of the Universal Fellowship Press under the Director of Publications. The Director is responsible for all aspects of production of written material for the Fellowship, including searching out and recommending new titles, editing, and supervision of all aspects of printing. The on-going production of IN UNITY and it's subsidiary publications, THE GAY CHRISTIAN, and THE CELLMATE, is the primary responsibility of the Director of Publications. The Editor of the GAY CHRISTIAN maintains editorial responsibility for THE GAY CHRISTIAN.

The Department of Publications works closely with the Department of Church Services, and because of the currently low staffing levels, the two departments are functionally interchangeable at this stage of development. In the event that the Fellowship develops and in-house printing capability, the Director of Publications will be the chief liaison to that work.

The Department of Publications should be staffed by the director and other personnel as needed to carry out the technical functions to typesetting, graphic arts (design and layout), and the printing processes, as well as shipping and one employee working under the director, assisting with correspondence and other routine typing, manuscript preparation, etc.

Moved that Samaritan Theological Institute Graduation be incorporated as part of one of the evening worship services at General Conference. That, further, STI be permitted to offer two seminars during the Friday morning of General Conference:

Operation Resurrection - taught by Rev. Nancy Wilson.
Leading More Effective Worship - taught by Rev. Heather Anderson and Rev. Jeffrey Pulling.

The fee for these seminars would be $5.00 to audit, and $7.50 if the course is taken for credit.

Moved that Ms. Susan Savell be invited to speak at General Conference VII with travel expenses and a $100.00 honorarium to be paid by the UFMCC.

Moved that the structure and function for the General Conference Music Committee be approved as outlined. The following members of the Editoria

Sub-Committee (Church Hymnody) shall be constituted as the General Conference VIII Music Committee:

Rev. Larry Bernier, Chairperson; Rev. Willie Smith, Mr. Carl Mathis, Rev. Val Valrejean.

The duties of the committee would include:

1) Contact all congregations to determine which churches would like to and be able to have their choir sing at particular services at conference, determine available dates and schedule same.
2) Contact all congregations to have them send names and material of recommended soloists/and or singing groups for use as special music at offertorie, etc.
3) Consult music directors in each congregation and appoint a competent music leader for each day's singspiration/service activities.
4) Appoint a competent choir leader and musicians to organize and rehearse a "massed choir" for Sunday (and possibly other) services.

Announced that Gregory Baum has accepted our invitation to speak at General Conference VIII as stipulated; that Ted McIlvenna has also accepted our invitation to speak, as stipulated.

Confirmed previous appointments and arrangements relative to General Conference. Requested Rev. Sandmire to prepare a job description for General Conference Facilitator.

Moved that Portland, Oregon be named as the site of the Western Minister's Conference in 1978.

Moved that the Job Descriptions for the following positions be approved as attached in Addenda:

Lay Administrator, Accountant, Administrative Clerk, Executive Secretary, Director of Institutional Ministry, Director of Publications, Director of Church Services.

Moved that the Board of Elders appoint a Board of Counselors, which will be composed of members nominated by an Elder and confirmed by a majority vote of the entire Board of Elders. The term of office will run concurrently with that of the Elder who nominated them. Members of this Board will be individuals who have expertise that will be valuable to the UFMCC. This Board is to be honorary, and does not report to General Conference, but is to be advisory to the Board of Elders only. Members of the Board need not be members or registered Friends of MCC. It was moved that the following persons be requested to serve in this capacity:

MEMBER	NOMINATED BY
Newton Dieter, Ph.D.	Rev. Perry
Jay McManue	Rev. Perry
Evelyn Hooker, Ph.D.	Rev. Perry
Douglas DeYoung	Rev. Sandmire
Robert Harmon	Rev. Sandmire
Gary Aldrich	Rev. Sandmire
Norman Pittenger, S. T. D.	Rev. Wilson
Hon. Elaine Noble	Rev. Wilson
Fr. John Mc Neill	Rev. Wilson

MEMBER	NOMINATED BY
Mr. Jack Campbell	Rev. Hose
Judd Marmer, MD, Ph.D.	Rev. Hose
Lee J. Price	Rev. Hose

Elders Perry and Sandmire were asked to draft a letter for each Elder to send to his/her nominee asking them to serve in this capacity.

Moved that correspondance directed to the Board of Elders between meetings will be answered by the Moderator or an Elder appointed by the Moderator. The content will be the opinion of the writer, and will indicate the date of the next meeting of the Board of Elders, when the letter can be reviewed. Each letter handled in this manner should indicate that unless another letter is received within two weeks after the subsequent Board meeting, it shall be considered the official opinion of the Board of Elders.

Approved proposal "To give the UF Press complete in-house publishing capability at no expense to the Fellowship" as presented by the UFP accepted and approved.

Requested that Rev. Sandmire bring a revised proposal for the structure and function of the Office of Lay Concerns to the March Elder's Meeting. Referred Information Packet for new works and new ministers to the Dept. of Church Services for incorporation, and commended the Northwest District for the preparation of this presentation. Requested Rev. Wilson to prepare a statement in re: authority, responsibility and accountability of Ministers assigned to special ministries.

Moved to authorize Rev. Breton to staff a booth at the seminar to be held by "Lifestyles '77"--as supplied at no charge to the UFMCC. Authorized Rev. Perry to send congratulations to ONE, INC., on the occasion of the 25th anniversary of that organization.

Adopted the Agenda for General Conference presented by Elders Cureton and Hose, setting personnel to function at the various activities. This action is evidenced in the program in which you are now participating.

TAMPA, FLORIDA, March 21-23. Elders present: Perry, Hose, Sandmire, Cureton, Smith, Arehart, and Wilson.

Granted Mission status to Alpha & Omega MCC of Brooklyn to become effective March 21, 1977.

Approved Ordination papers for the following: Rev. Carol Cureton, Rev. Howard J. Gaass, Rev. Tom Bigelow, Rev. Willie Smith, Rev. Edward Hougen, Rev. Frank Scott, Rev. Don Borbe.

A waiver was granted to Mr. Robert Twar relative to the requirement that one must be an exhorter for six months prior to licensing.

Moved that the District Credentials and Affairs Committee question persons applying for licensing or ordination in the UFMCC about his/her willingness to attempt to incorporate inclusive language in

UFMCC public worship services. If a person is not willing to try to become more inclusive, it is recommended that the person be denied license or ordination. It is further recommended that the following questions be included on all licensing and ordination application forms:

1) Do you use inclusive language in all phases of your worship services?
2) What do you personally feel was the intent of the General Conference in passing the directive on the use of inclusive language?

Approved the "Guidelines for Those in Specialized Ministry" as submitted by Rev. Elder Wilson. Approved "Requirements for Professional Ministers' as amended by full participation of the Board. Also approved the schedule for equivalency hours for ordination of ministers not on staff of a local church, but working in a special ministry be approved as amended, and directed that necessary forms for credentiallying ministers working in specialized ministries be implemented by Church Services Department.

Rev. Sandmire, the treasurer, presented an 8-month income and expense report, The Board requested that the Treasurer limit expenditures of Committees, Commissions and Task Forces to a minimum amount, as warranted by the funds available.

The UFMCC attorney reported that the By-Laws of the "Canadian Fellowship were acceptable and well within the law and spirit of the UFMCC By-Laws.

Approved the transfer of MCC Hawaii from the Southwest to the Northwest District in keeping with the request of the Hawaiian congregation and the two districts involved.

Moved that any church group having voting privileges at General or District Conferences will forfeit that voting privilege if they are in arrears for tithes to the UFMCC or the assessment due the District. The UFMCC Treasurer will issue a list of these groups quarterly; further that church groups who are currently in arrears must pay the monies due to both the UFMCC and Districts prior to the next District Conference in order to have voting privileges.

Approved the request of Rev. J. E. Paul Breton for a leave-of-absence, not to exceed three years. Also approved the request of Rev. Richard Vincent for a leave of absence, not to exceed three years.

Appointed the following persons to the Board of Campus Ministries: Steven LaFever (Providence), Arthur Skipper (Tallahassee), and David Gillentine (Stockton).

Mr. Robert Berry, chairperson and director of Campus Ministry outlined the program of same for the coming year, advised that the Board would expend approximately $2,500 for the year, $500 of which he would request be reimbursed as funds are available.

Appointed the Rev. Robert Cunningham as chairperson of the Commission on Religious Institutes to replace the Rev. Paul Breton.

Received a report from Rev. Kenneth Martin on the work of the Commission

on Government Structures and Systems, and approved a meeting of the Commission prior to convening of General Conference VIII, advising that no funds are available for such meeting, but space will be provided.

Ms. Sherry James, representing the Northwest District, and Ms. Bessie Manley, representing the Southwest District were appointed to the Task Force on Women, pursuant to their election by their respective Districts.

Adopted the following resolution :

> "The Board of Elders of the U.F.M.C.C. supports the goals of the national Gay Civil Rights Bill introduced in the 95th Congress by Rep. Edward I Koch and at least 38 others. This Bill, known as HR 2998, would amend the Civil Rights Act of 1964 by adding the words 'affectional and sexual preference' to the human conditions for which people may not be discriminated against. This legislation follows in the mainstream of democratic and Christian thought by further expanding Civil Rights protection to an oppressed group of God's people. In doing this, we are following the teachings of Jesus Christ."

Since the UFMCC is unable to finance Rev. Joan Johnson's trip to Atlanta to attend the National Interfaith Coalition on Aging, April]2-24, the Board of Elders requests that Rev. Howard Wells and Exhorter Paul McCreary (Tampa) represent the Fellowship. Further it is requested that three sets of materials be collected and forwarded to UFMCC, Rev. Joan Johnson, and Rev. Walter Collins.

Appointed Sylvia J. Deal to the Task Force on the Handicapped.

Appointed Ms. Marge Ware and Ms. Karen Abbott to the Task Force on Alcoholism.

Appointed Ms. T.J. Austin, and Mr. Steve Robinson to the Task Force on Drug Abuse.

Moved that the following recommendations be sent to the By-Laws Committee for inclusion in the proposed By-Law changes:

> "The Board of Directors of the local congregations of the Fellowship will act as the Board of Trustees for any property purchased by said group. The Board of Directors and the members of the local congregation will have sole control of said property except under the following circumstances:
> 1) If the property is abandoned.
> 2) If the local Church is disbanded by action of the local Board of Directors and the District Board of Home Missions.
> 3) If the local congregation is found to be disloyal by the General Conference of the UFMCC.

Should any of the above circumstances exist, said property will revert to use of the General Conference of the UFMCC which will decide the disposition of said property. This change would be inserted in the section concerning Approval of Local Church Bodies, Article VI, Paragraph G.

Noted, with commendation, that Rev. Mickley has met with Rev. Dr. Norman Pittenger, and has negotiated arrangements for publication of his book,"Homosexuals and the Bible", to be published by the Universal Fellowship Press.

Moved that the Board of Elders submit to the By-Laws Committee the following change for consideration:

> In Article VII--Church Membership: " .... Any member who does not have registered attendance, identified financial support, definite service contribution, and expressed interest and loyalty within the preceeding period of six months to one year, shall be placed on an Inactive member list."
>
> The change is only a one-word change of or to and.

The foregoing was an outgrowth of a letter from the Pittsburgh Congregation seeking advice as to the meaning and intent of the By-Law, An advisory letter was sent in response (see Addenda), and the Board of Elders concurred in the opinion stated as the rationale in the advisory letter.

Approved an advisory letter to the Long Beach Congregation relative to the " age requirements" for membership. (See Addenda).

Approved an advisory letter to the Long Beach Congregation relative to the status of Holy Unions, Dissolutions of same, recording, etc. (See Addenda).

Approved and Appointed an Ad Hoc Committee to develop a packet of Study Guide materials for the formulation of new groups. The Committee shall consist of:

> The Rev. Jim Dykes, Chairperson; Rev. Karen Linstrom, Rev. Jane Taylor; Mr. Bill Taylor and Mr. Reid Christensen.

Accepted the Job Description for General Conference Facilitator as submitted by Rev. Elder Sandmire (See Addenda).

Deemed it advisable that the word "International" is to be omitted from the title of General Conference, since by definition the General Conference includes the entire Fellowship. Agreed to notify the Boards, Committees, and Commissions of the scheduling of their participation in the General Conference.Notified Rev. Edward Haugan that Jean Gralley's play may be presented on Saturday morning at 10:00AM during the General Conference, and that the cast be composed of persons from the Northeast Dis rict.

Approved the porposed budget for General Conference VIII, that a no-host cocktail party shall be conducted with an invitation to Ministers, Delegates and friends to be held on Monday evening after the worship service. Further, to sponsor a luncheon on Monday for the Elders, District Coordinators and spouses.

Approved that Eastern Minister's Conference shall be held in March, 1978 at Lake Byrd Lodge, Avon Park, Florida.

Moved that a Committee to develop Standard Operating Proceedures be established, consisting of the Board of Elders, the District Coordinators and the Coordinators of World Church Extension; further, that all Elders Advisory Letters be submitted to the Committee for their consideration in proposing such proceedures to the General Conference. and that the Moderator of the Board of Elders be the Chairperson of said Committee.

Accepted the Job Description for District Coordinator as amended with the addition of an opening paragraph.

Moved that the June Elders' meeting be cancelled to save travel monies, and that the next Elder's meeting be held in Denver, Colorado July 27-30 .

Agreed to register the following as trademarks of the UFMCC:

"MCC"; "UFMCC";..."Metropolitan Community Church" and "UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES"

Lay Delegates of each District Conference are to elect one (1) person to the Advisory Board of the Office of Lay Conerns.

The Board authorized Rev. Perry to represent the UFMCC at the White House meeting on March 26, 1977, and that the additional air fare from Tampa to Washington, D.C. be authorized.

Approved the Following Resolutions:

1) "Be it resolved that the Board of Elders of the UFMCC notify Multi-Materials Marketing Corporation that the Universal Fellowship of Metropolitan Community Churches wishes to see its stock owned in QUIK SET ART MATERIALS, INCORPORATED exchanged for stock in MULTI-MATERIALS MARKETING CORPORATION." *

2) Resolution regarding Anita Bryant be accepted as amended. (See addenda).

* This stock was a gift to the UFMCC, proceeds from which the UFMCC treasury will ultimately benefit.

Respectfully Submitted,

The Board of Elders

Rev. Troy D. Perry, Moderator
Rev. John Hose, Vice-Moderator
Rev. Carol S. Cureton, Clerk
Rev. James E. Sandmire, Treas.
Rev. Freda Smith
Rev. Nancy Wilson
Rev. Charlie Arehart

Universal Fellowship of Metropolitan Community Churches

ADDENDA I

November 6, 1976

PROCEDURE LETTER:
In response to the question: Are ministers required to attend General Conference, District Conferences and/or Ministers' Conferences? If yes, are the local churches responsible for funding these trips?

Attendance at these various conferences is not specifically covered in the By-Laws of the UFMCC nor has it been the subject of action by the General Conference. Therefore, attendance can not be said to be required by the Fellowship.

It should be noted that the By-Laws adopted by the General Conference specify a quorum of 80% of all eligible lay and clergy delegates and by this action has at least implied a responsibility for these delegates to be present.

Although the Board of Elders is in no position to direct the budget or expenditures of any local church body, our counsel to the local groups is to encourage them to prayerfully consider their obligations to support the ministry of their selected spiritual leaders as well as the ministry of the Fellowship of which they are an integral part.

We encourage local leaders and Boards of Directors to include conference expenses in any contractual agreements negotiated.

District Conferences and Ministers' Conferences are often viewed by the local church groups as wasted time away from home or as "vacations" inflicted upon them by someone else. Viewed in this context they are reluctant to fund or even sanction the participation by their ministers in these events.

We would suggest that you consider these conferences as times in which your ministers are refreshed and equipped with professional skills with which they might better serve you. In this, as in all investments by your congregations, you will benefit and be blessed only to the degree with which you joyfully participate.

Respectfully Submitted,
FOR THE BOARD OF ELDERS

Carol S. Cureton

(Rev.) Carol S. Cureton, Clerk

JOB DESCRIPTION: DIRECTOR OF INSTITUTIONAL MINISTRY

The duty of the director of Institutional Ministry is to act as Coordinator between the Fellowship Headquarters and all Area Representatives and Chaplains of Institutional Ministry within MCC as well as between UFMCC and other groups of similar concern. Part of the function is the preparation and distribution of the Prisoners' Yellow Pages publication, as well as, in conjunction with the Fellowship Press, Cellmate and books or pamphlets such as the current Prison Ministry Handbood.

The most time-consuming and probably most important task in the Institutional Ministry Department is correspondence. An average of twenty letters are received every day and an equal number sent with a same-day turnaround whenever possible. These letters come from Area Representatives, Chaplains, prisoners and other organizations and are the primary means of keeping in touch with persons and groups all over the country. This volume of correspondence together with the related filing and work on publications means that Institutional Ministry needs a staff of two to function adequately. This is particularly true if the Director is going to be able to visit Area Representatives and participate in essential seminars and conferences outside of UFMCC headquarters without falling behind.

JOB DESCRIPTION: LAY ADMINISTRATOR

The Lay Administrator acts as the Office Manager of the Fellowship Offices reporting directly to the Treasurer. In this capacity it is the Administrator's duty to supervise the office staff and maintain staff files, as well as substituting for the Resident Elders (Moderator and Treasurer) in their absence.

Additional duties of the Lay administrator include chairing the Office of Lay Concerns, chairing Board of Directors of the Universal Fellowship Press, liaison between the Board of Elders and the Host Church for General Conference arrangements, administration of the Group Health Insurance Plan and prospectively the Individual Retirement Account plan and any special assignments as may be directed by the Board of Elders or the Resident Elders.

JOB DESCRIPTION: ACCOUNTANT

The basic duty of the Accountant is to develop and maintain the financial records of the Fellowship. Involved in this are:

- Recording Income
- Scheduling and making payments
- Updating accounting records
- Maintaining files on Accounts Receivable and Payable
- Personnel Compensation

Additionally, work is required from time to time on tax matters for both the Fellowship and local Churches, preparation of Financial Statements and cost analysis of special projects. The Accountant is an ex-officio member of the Fellowship Finance Committee and works very closely with the Fellowship Treasurer and the Host Church on all financial details of General Conference.

JOB DESCRIPTION: ADMINISTRATIVE CLERK

The duties of the Administrative Clerk can be broadly classified into two areas--"front office" duties and duties as Assistant to the Fellowship Treasurer.

Among the front office duties are:

Staff the Switchboard/Reception Area
Administer the central filing system
Collect and sort mail
General Clerical duties with the office as required

Duties as Assistant to the Fellowship Treasurer include:

Secretarial Work
Administrative detail and Scheduling
(Appointments, travel, etc.)

In addition, the Administrative Clerk is currently functioning as Fellowship Archivist and Historian.

The Administrative Clerk's office should have a staff of two, with an assistant as well as the Clerk. The Assistant would be primarily occupied with routine daily chores--answering telephones, acting as receptionist and filing, leaving the Administrative Clerk to other duties while acting as supervisor. Considerable time is being spent as of this date (January, '77) in setting up a filing system which should be operative by February 1, 1977, after which some time will be available for current projects.

JOB DESCRIPTION: EXECUTIVE SECRETARY

The Executive Secretary serves primarily as sectetary and administrative assistant to the Moderator. Duties include taking dictation, typing correspondence and reports, answering telephones and arranging travel and appointments. Many of these same duties are performed for other members of the staff on a "time available" basis.

The Executive Secretary coordinates all changes of information on Fellowship groups and ministers and maintains a continual update on the Fellowship Directory in addition to preparing the daily report of income received and the bank deposit forms for approval and deposit by the Accountant.

JOB DESCRIPTION: DISTRICT COORDINATOR

A DISTRICT COORDINATOR is an agent of the Board of Elders of the UFMCC and the District which he/she serves.

Duties of a District Coordinator. District Coordinator shall minister to the needs of the pastors and churches in their district by meeting and counseling with pastors and officials. Among the duties of the District Coordinator are the following:

1. To travel through the district in order to preach and oversee the spiritual and temporal affairs of the Church.

2. To administer the program of the Church within the bounds of the District in cooperation with the pastors, to encourage adequate salaries for pastors, to promote a concern for continuing education for ministers, and to urge financial support of all District and Denominational causes.

3. To counsel with ministers concerning their pastoral responsibilities, continuing education, and other matters affecting their ministry and personal life. The District coordinator shall be available for counsel with each pastor's family.

4. To appraise the needs and opportunities of churches within the District; to evaluate fields of labor, to initiate new forms of ministry and long-range planning and establishment of new study groups.

5. To counsel with pastors and committees on Pastor-Parish relations concerning the effectiveness of the present pastoral leadership.

6. To emphasize ministerial recruitment and education and to advise and encourage candidates for the ministry.

7. To cooperate with local Board of Directors or building committees in arranging acquisitions, sales, transfers, and mortgages of property and in ensuring that all charters, deeds, and other legal documents conform to the by-laws and to the laws, usages, and forms of the county, state, territory, or country within which such property is situated.

8. To participate with the other district coordinators in submitting a report to the General Conference reflecting the state of the District and setting forth recommendations, along with other information pertinent to the operation of the General Conference.

9. To see that the provisions of the By-laws are observed, and to interpret and decide all questions of church law and discipline raised by churches in the district as directed by the Board of Elders.

10. To participate and eliver to the succeeding District Coordinator (a) a list of all abandoned church properties within district bounds; (b) a list of all known endowments, annuities, trust funds, investments, and unpaid legacies belonging to any pastoral charge or organization connected therewith to the district; (c) all records and files pertaining to the office of District Coordinator amassed during his/her term of office, including correspondence files.

GENERAL CONFERENCE FACILITATOR

The Facilitator for General Conference 1977 shall have the following duties:

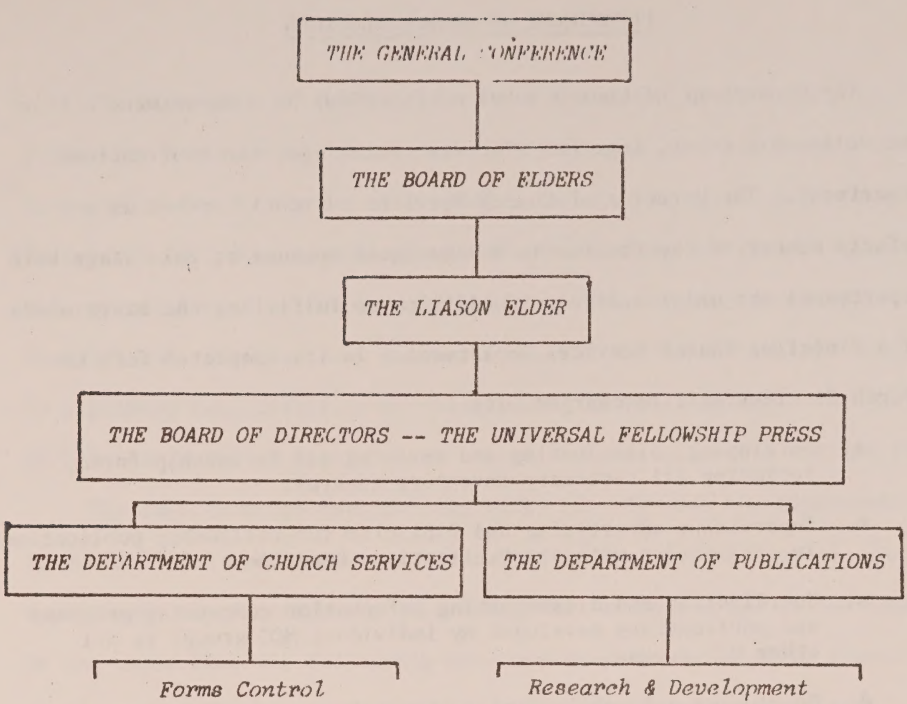
Research and publish to the Fellowship information on travel to General Conference, hotel reservations and General Conference information as directed by the Board of Elders.

Confer with the hotel convention manager on all arrangements for hotel rooms for delegates, for hotel facilities for the General Conference and for services to be provided by the hotel, as directed by the Board of Elders.

Maintain contact on all arrangements with the Moderator, Treasurer and resident Elder in Denver on all activities associated with General Conference.

The Facilitator can make no conference arrangements without the approval of the Board of Elders through the Moderator and/or the Treasurer and resident Elder in Denver as appropriate.

3/77


THE GENERAL CONFERENCE
THE BOARD OF ELDERS
THE LIASON ELDER
THE BOARD OF DIRECTORS -- THE UNIVERSAL FELLOWSHIP PRESS
THE DEPARTMENT OF CHURCH SERVICES
THE DEPARTMENT OF PUBLICATIONS
Forms Control
Advertising & Publicity
Coordinating MCC Group Programs & Publications
Developing/publicizing programs
Inventory Control & Shipping
Hymnal Committee
Research & Development
Editing books, pamphlets & other materials
IN UNITY -- Editor
The Gay Christian -- Editor
Typesetting
Graphics
Printing & Binding
Shipping

DEPARTMENT OF CHURCH SERVICES

The Department of Church Services functions as a department within the Fellowship Press, together with its' alter ego, the Publications Department. The Director of Church Services currently serves as a defacto member of the Publications Department because at this stage both departments are under-staffed, in addition to fulfilling the basic needs of a fledgling Church Services Department. In its completed form the Church Services will be charged with:

a. Developing, distributing and revising all Fellowship forms including all necessary inventory control.

b. Supervising advertising and Publicity for Fellowship publications in conjunction with the Publications Department.

c. Coordinating and disseminating information concerning programs and publications developed by individual MCC groups to all other MCC groups.

d. Developing and publicizing programs for use by MCC groups.

e. Control Inventory and supervise shipping of publications and other material.

The creative aspects of the current Church Services function make it essentially a one-person operation for the forseeable future, although some part-time help is envisioned as necessary for shipping and inventory control.

DEPARTMENT OF PUBLICATIONS

The Department of Publications is a department of the Universal Fellowship Press under the Director of Publications. The Director is responsible for all facets of production of written material for the Fellowship including searching out and recommending new titles, editing, and supervision of all aspects of printing. The ongoing production of IN UNITY and its subsidiary publications, THE GAY CHRISTIAN, and CELLMATE, is a primary responsibility of the Director of Publications. The Editor of THE GAY CHRISTIAN maintains editorial responsibility for THE GAY CHRISTIAN.

The Department of Publications works closely with the Department of Church Services and because of the currently low staffing levels, the two departments are functionally interchangeable at this stage of development. In the event that the Fellowship develops an in-house printing capability, the Director of Publications will be the chief liason to that work.

The Department of Publications should be staffed by the director and other personnel as needed to carry out the technical functions of typesetting, graphic arts (design and layout), and the printing processes, as well as shipping, and one employee working under the director, assisting with correspondence and other routine typing, manuscript preparation, etc.

THE UNIVERSAL FELLOWSHIP PRESS

A PROPOSAL FOR THE BOARD OF ELDERS

OBJECTIVE :

To give the Universal Fellowship Press complete in-house publishing capability at no expense to the Fellowship (and provide a savings.)

Explanation:

1. David Stryker, board member, tither, of MCC Boston for the last four years, originally from California, operator of Xanadu Graphics in Boston, wants to set up business in Los Angeles.

2. We would lease additional space to make it possible to set up printing equipment and then sub-lease space to Xanadu.

3. Xanadu would deduct the amount of rent from the printing bill each month, in effedt eliminating that expense completely for the Fellowship.

4. They would do all Fellowship printing as a priority. They would guarantee to meet our deadlines and the quality of work required by us for each job.

5. David would install here within 30 days the following:

    1. A pringing press capable of doing IN UNITY and all our printing.

    2. Camera, stripping table, and plate maker.

    3. Folding equipment

    4. Stitcher

    5. Cutter

    6. A $1300 xeros-type copier which would give us in-house copying for less than 3¢ per copy.

6. At some later date--six months or more-- after consultation, more sophisticated typsetting equipment could be installed.

7. David would personally spend some time here each month and he would hire a printer-manager to operate the equipment in his absense.

8. Our cost would be 10-15% less on all printing, plus the convenience of in-house printing and priority. Since this is rather intangible, another way of putting it would be: our cost will be about 5% above cost.

9. David is available to come early in Ferbrary to start setting up. His travel is at no expense to us.

10. David is setting up an inter-state corporation to handle liabilities, workman's compensation, etc., at no expense to UFP

11. Our obligation would be to provide the space and adequate electricity and some way of handling the water and drainage needed in the darkroom.

12. David asked us to draw up a contract, co-terminus with the lease, to include all these agreements. This can be worked out on his February visit. The contract would spell out our total lack of obligation for equipment, salaries, etc.

SOME SPECIFIC SUGGESTIONS

1. We urge that the Elders approve the idea of this proposal.

2. We suggest that designated Elders be authorized to supervise the working out of the details of the contract and arrangements with the board of directors of the Universal Fellowship Press.

3. We suggest that the present publications room be given to the printing operation and that additional office rooms be rented for Rev. Bernier and Rev. Mickley. That the little room at the end of the hall be given for the darkroom. This means that the additional rent money, or more as determined in further study, would be deducted from our costs each month.

Rev. Richard Mickley
Rev. Larry Bernier

Approved by the UFP Board
12/16/76

(Attachment L-1)

GUIDELINES FOR THE WASHINGTON FIELD OFFICE

The Washington Field Office of the Universal Fellowship of Metropolitan Community Churches is a Field Office of the UFMCC. It is currently staffed by at least two directors, one serving as Church Relations Director and one serving as Social Action Director.

The Washington Field Office represents the UFMCC General Offices in the nation's capital and provides services both to the UFMCC, other people in the gay community, and to people in the non-gay religious, secular and governmental communities.

It provides educational material about current legislation affecting gay people, Congresspeople's positions on gay-related issues, and governmental actions which affect people's human rights; helps set up appointments with Members of Congress; acts as a referral service for gay people and others interested in aspects of human rights.

It acts as a liaison between the UFMCC, official Washington and the gay caucuses of the mainline denominations, providing them with information, support, assistan and materials.

It acts as a representative of UFMCC to the social action, mission, civil liberti and other Washington offices of the mainline denominations.

It helps to educate and inform the U.S. Congress about gay people and gay oppress ion in this country. It provides information about legislation affecting gay people to Members of Congress.

It works with Congressional staff people who are gay, and with supportive non-gays, in informational, educational and counselling capacities.

In view of the constitutional separation of church and state and in consideration of the requirements of the UFMCC charter as a non-profit California corporation, neither the General Offices nor any field office of the UFMCC shall engage in partisan political activity or lobbying efforts in violation of said charter.

These guidelines were passed by the Board of Elders of the Universal Fellowship of Metropolitan Community Churches, March 1977.

3/77

GUIDELINES FOR THOSE IN SPECIALIZED MINISTRY
(Effective after General Conference 1977)

1. Every licensed and ordained minister must be a member of a Chartered Church whether or not they are on the staff of a chartered church or working in a church at all.

2. Those persons in specialized ministry who are pastors or on staff of a local chartered church will be evaluated by the usual procedures, except that they must report monthly to the chairperson of the appropriate Fellowship body concerning their specialized ministerial activities.

3. Those persons in specialized ministry who are not on the staff of a local chartered church shall be required to:
   1. File a monthly report with the chairperson of the appropriate Fellowship body (Board of Institutional Ministry, Board of Campus Ministry, Commission on Innovative Ministry, etc.) with a copy to the Ministerial Credentials and Affairs Committee (MCAC) chairperson.
   2. Work under the direct supervision of:
      A. The chairperson of the appropriate Fellowship Body (where possible) or
      B. An ordained minister in the district who is appointed by the appropriate Fellowship body as a supervisor, at the direction of the chairperson of the appropriate Fellowship body.
   3. Supervision shall include:
      A monthly conference with the supervisor. The conference will include discussion of the specifics of ministry, problem areas, guidance, etc. Any exceptions to this procedure must be approved by the appropriate Fellowship body. The supervisor will provide evaluation information on the candidate to the chairperson of the appropriate Fellowship body and the chairperson of the MCAC when necessary for credentialling.

4. Applications for licensing and Ordination for those working in specialized areas of the ministry who are not on the staff of a chartered church will b supplied by the Fellowship offices and will be processed through the appropriate Fellowship body and forwarded to the chairperson of the MCAC.

(Attachment R-3)

Universal Fellowship of Metropolitan Community Churche.

March 23, 1977

ADVISORY LETTER:

In response to the question: We are asking when may and under what circumstances may a Union or Marriage be performed, and under what conditions. Also, if at a later date the church, a minister or an official of the church or Fellowship discovers that an individual has not had a "legal divorce" or a "Dissolution of Holy Union" UFMCC, what would the status of the current (most recent) union or marriage be? (Submitted by MCC Long Beach).

To date no uniform policy on Holy Unions has been established. Each pastor has been free to determine: 1) the length of time persons must live together prior to granting a Holy Union; 2) the pre-Holy Union Counsleing requirements, if an 3) whether a legal divorce from a heterosexual marriage is necessary or not; 4) whether a dissolution of a previous Holy Union is necessary or not; 5) whet a previous Holy Union if performed by someone other than a MCC minister is vali 6) what the conditions are under which a MCC minister disolves a Holy Union (s believes to be valid; where, records are kept, if at all. Each minister is als free to decide to whom the marriage and dissolution records belong: the Pastor the local church, the Fellowship? To date there has been no uniform policy in Fellowship. therefore, it would be unfair for the Board of Elders to recommend policy that would be retroactive. What has been done is done!

The Board of Elders *recommends* the following procedures:

1) We encourage ministers in the UFMCC to perform Holy Unions only for those persons who are legally single, widowed or divorced.
2) We recognize any Holy Union a couple recognizes as being a valid Holy Unior for them. MCC ministers may dissolve Holy Unions performed by persons not authorized by the UFMCC when these disolutiions will ease the consciences of the persons involved. Whenever possible, Holy Unions whould be dissolve by the minister officiating.
3) We encourage ministers in the UFMCC to perform Holy Unions for those persor who have entered a previous Holy Union which is no longer valid to the coup only if that Holy Union has been dissolved.
4) On a monthly basis, each minister should send to the Fellowship General Offices with his/her monthly report, the names of persons for whom a Holy Union has been performed. These will be kept in a locked cabinet.
5) On a monthly basis, each minister should send to the Fellowship General Offices with his/her monthly report, the names of persons for whom dissolut of Holy Unions have been performed.
6) When a person who has had his/her Holy Union filed with the Fellowship desi another Union, it should be the responsibility of the Minister officiating check with UFMCC General Offices to be sure the previous Union has been dis solved. After August 1977, no Holy Union should be performed for persons w are not legally single or who have not had their previous Holy Union dissol If such a Holy Union is performed after such date due to deceit of the two persons involved, it shall be deemed invalid and will be automatically diss in the Fellowship records.

7) Two sets of records should be kept, one for retention by the local Church and one for the personal records of the minister.
8) The UFMCC reaffirms the individual minister's perogative to determine her/ own requirements before agreeing to perform a Holy Union. However, we enc age ministers to ask couples to live together a minimum of one year, and a at least one MCC worship service in which the officiating minister is part pating. Each minister should counsel the couple according to that ministe counseling requirements. Ministers may perform a Rite of Blessing for tho couples desiring a ceremony and who do not meet his/her Holy Union require
9) Holy Unions should be performed only if both persons are of legal age or are emancipated minors.

Respectfully Submitted,
FOR THE BOARD OF ELDERS

Carol S. Cureton
(Rev.) Carol S. Cureton, Clerk

CC/

(Attachment R-1)

Universal Fellowship of
Metropolitan Community Churches

March 23, 1977

ADVISORY LETTER:

In response to the question: With reference to Article 7, page 11, line two of the By-Laws, we ask that the Board of Elders please give us their understanding of church membership. At our last Board of Directors meeting some of us understood the By-Laws to mean that a member must have registered attendance and identified financial support and definite service contribution and expressed interest and loyalty. Some board members read this to mean that a person can have one of any of the items listed. We ask for your advise and we understand that this is binding upon this local congregation only. (Submitted by MCC Pittsburgh).

It is the opinion of the Board of Elders, the majority of whom were in attendanc at the session at which this By-Law was debated and adopted, that it was the intent of the conference that the items listed in article 7, page 11 of the By-Laws be inclusive, (ie. that each of the listed items is necessary for membership). The Board of Elders recognizes, however, that the strict gramatical construction of the sentence in question could be construed to be in conflict with that intent. Therefore, a By-Law change is being forwarded to the By-Laws committee to bring this to the attention of the General Conference so that the wording may be corrected.

Respectfully Submitted,
FOR THE BOARD OF ELDERS

Carol S. Cureton
(Rev.) Carol S. Cureton, Clerk

CC/

(Attachment R-2)

Universal Fellowship of
Metropolitan Community Churches

March 23, 1977

ADVISORY LETTER:

In response to the question: At what age may an individual become a member of an MCC Church? Also at what age would voting right be considered? Would there then be two categories of members, ie. voting and non-voting? (Submitted by MCC Long Beach.)

A person may become a member of a local M.C.C. with full voting rights and privileges at any age as long as (s)he fulfills the requirements of the UFMCC By-Laws, and any local by-laws (if any) that concern church membership.

Respectfully Submitted,
FOR THE BOARD OF ELDERS

Carol S. Cureton
(Rev.) Carol S. Cureton, Clerk

CC/

Universal Fellowship of Metropolitan Community Churches

FOR IMMEDIATE RELEASE:

WHEREAS, Ms. Anita Bryant has initiated a campaign in Dade County, Florida to defeat by public vote that county's recent ordinance prohibiting discrimination in housing and employment against gay people;

WHEREAS, Ms. Anita Bryant has organized a campaign with national support and financial resources from homophobic individuals and organizations;

WHEREAS, Ms. Anita Bryant's efforts are already extending to other parts of our nation in an apparent national campaign to reverse recent legislative successes of benefit to Gay People;

WHEREAS, Ms. Anita Bryant's efforts include a campaign of vilification of gay people through the media, the encouraging of prejudice through propagandizing against gay peopl with outdated sociological and psychological data and with stereotypical concepts about gay people which do not recognize diversity, creativit and usefulness of gay people;

WHEREAS, Ms. Bryant has based her efforts on organizing the religious community through incorrectly teaching that homophobic prejudice and actions are sanctioned Biblically and therefore are apporved of by God;

WHEREAS, Ms. Bryant's Biblical interpretations are based on selective use of Scriptures taken out of context, unlearned interpretations of such Scriptures, and faulty theological concepts revealing her lack of Biblical and theological training and her lack of expertise to make such Biblical interpretations;

WHEREAS, Ms. Bryant's efforts to arouse prejudice, inflame hate and bigotry and deny Civil Rights with regard to the second largest minority in this country is both un-Christian and un-American;

BE IT RESLOVED, that the Board of Elders of the Universal Fellowship of Metropolitan Community Churches condemns Ms. Bryant's activities and the activities of those supporting her in her homophobic campaign against gay people;

BE IT FURTHER RESLOVED, that the Board of Elders encourages its members to offer spiritual, morale and financial support to those organizations working to uphold the Dade County, Florida ordinance prohibiting discrimination against gay people

BE IT FURTHER RESOLVED, that the Board of Elders urges all citizens, gay and non-gay, who support Civil Rights to join in the effort to defeat Ms. Bryant's efforts in Dade County, Florida, and the Elders warn that these effots, if successful, will be the first step in a national campaign against the Civil Rights of gay people

Anita Bryant Resolution

BE IT FURTHER RESOLVED, that the Board of Elders supports the efforts of many groups in boycotting the products of the Florida Citrus Board until either:

1) Ms. Bryant ceases her anti-gay activities , or
2) The Florida Citrus Board issues a statement in support of Civil Rights for all people, including gay people.

BE IT FURTHER RESOLVED, that the Board of Elders authorizes its Washington D.C. field office to collect and disseminate educational materials to the media, Churche and public groups exposing the faulty and outdated theological, Biblical, sociologi and psychological concepts upon which Ms. Bryant's efforts are based and that attempts be made to educate Ms. Bryant and her supporters through debate and confrontation. Further, the Elders encourage local pastors to assist is such educatio efforts as part of their duty to preach the Gospel of Love.

BE IT FURTHER RESOLVED, that the Board of Elders condemns uninformed efforts that encourage prjudice, hatred and bigotry toward any person or group as contrary to the Gospel of Love preached by Jesus Christ which enjoins all Christians to love justice and mercy and to appreciate the intrinsic worth of all people of good-will.

BE IT FINALLY RESOLVED, that the Board of Elder condemns any efforts to deny Civil and Human Rights as contrary to the principles of Liberty and Justice upon which this country is founded and contrary to the new and hopeful emphasis upon preserving Human Rights enunciated by President Jimmy Carter as a foundation stone of the U.S. foreign and domestic policy.

The Board of Elders, Universal Fellowship of Metropolitan Community Churches.

Rev. John E. Sanders
Rev Freda Smith
Rev. Nancy L. Wilson
Rev. Charles Bentley
Rev. [illegible]
Rev. John H. Hope
Rev Carol S. Cureton

Universal Fellowship of Metropolitan Community Ch

110 MARYLAND AVE., N.E., WASHINGTON, D.C. 20002 (202) 5

VIII General Conference
August 1 - 7, 1977
Denver, Colorado

Report from R. Adam DeBaugh
Chair, UFMCC Commission on
Christian Social Action

The Lord has blessed many of us who have been working in the area of Christian Social Action over the past year! I personally have found a greater and deeper understanding of God's call to me as a Christian who happens to also be a gay man. Jesus' directive to Peter to "feed my sheep" has become a very real and meaningful command in my life. I believe that all of Christian Social Action flows from that command: "feed my sheep."

If I am called upon to explain what Christian Social Action is further, I would propose a synonym: "Meeting Human Needs." Many boards and agencies in the Universal Fellowship of Metropolitan Community Churches are working to meet human needs already. The prison ministry, ministries to the handicapped, alcoholics, chemically dependent, the deaf and blind, the aged, youth, terminally ill people and to many others all attest to the fact that UFMCC is concerned about "meeting human needs." It is a tradition of which I am very proud.

There are four areas which fall under the Commission on Christian Social Action: women's issues, men's issues, issues of racism, and issues of human rights. These are all areas of some controversy, and because of that I would hope that when we deal with these areas we do so with extra effort, extra sensitivity to the feelings and concerns of others, and extra love for each other. We are all children of God, we are all sisters and brothers.

We have a very solid base upon which to work in terms of resolutions passed by General Conferences before this one. Many of the resolutions passed before now have not been completely implemented. This is because, I believe, of a lack of full and open discussion and understanding about the issues involved.

Therefore, I would hope that instead of a large number of new resolutions coming out of the Commission on Christian Social Action, we can commit ourselves to a period of study, prayer, discussion and sharing about these issues.

Report from R. Adam DeBaugh, Chair
Commission on Christian Social Action

We need to lovingly share with each other our ideas about women's and men's issues, racism and human rights. We need to hear what other people are saying and make clear what we are saying. I am tired of discussions that are nothing more than shouting matches between the two sides of an issue and I believe that as Christians we are called to rise above that kind of behavior and work out our disagreements reasonably, ever mindful of our kinship as children of God. We need to generate written and audio-visual resources that can be used in local congregations. We need to find out what is going on across the country and around the world in this great Fellowship and share that information with each other.

This is what I propose we devote our time to between now and the Ninth General Conference.

At the last General Conference in Washington, D.C., a resolution was passed calling upon local congregations to designate a chair for Christian Social Action. Many MCC congregations have done this, but not enough. The Commission on Christian Social Action does not exist to dictate to the local congregations of this Fellowship. It exists to provide resources and guidance and information for the congregations that request them.

Christian Social Action, if it truly means "meeting human needs," must come from the people in the local congregations. You all need to decide what needs your congregations perceive and can work to meet. I can not decide that for you.

So much exciting work is being done around the Fellowchip that I will be publishing, starting later this year, a Christian Social Action newslet separate from Gays On The Hill (which will continue to be published periodicall and which will follow political events in the U.S. Congress). The Christian So Action newsletter will share information about what other congregations are doi in the area of Christian Social Action. In addition, many pamphlets, brochures and guidebooks will be published over the next 2 years as we are asked for spec information and resources by you.

Again, I urge each congregation to designate a chair for Christian Social Action in your community, and let me know her or his address and phone n

God will be with us, I am convinced; as we continue a process of learning and growth together. Let us go forward with a commitment to real comm ication, love and understanding for each other as we seek the will of the Lord our lives.

Thank you.

R. ADAM DeBAUGH

REPORT FROM THE TASK FORCE ON WOMEN

EIGHTH GENERAL CONFERENCE OF THE UFMCC
DENVER, COLORADO

Although there was not a great amount of information coming out of the Task Force on Women this year, I feel that some significant steps have been made. Let me share with you some of the discoveries and directions that are coming from the Task Force. It seems that in the past (as well as in the present) the Task Force on Women has had a "bad" reputation. Often when the Task Force's name is mentione people have run for cover expecting something horrible to happen. And I will be the first to admit sometimes they had justifiable reasc However, I feel that the time has come for us to take down our barrie and begin to seriously communicate with each other. The members of t Task Force are in agreement that now is a time when healing is needed a time to lovingly share with each other. We have come to realize that not only are all the Task Force members in different places, but also so are all of our church groups. It is time to stop expecting people to all be of the same mind about issues regarding Human Awareness. We are not saying that the issues are of any less importance nor are we saying that we have adequately dealt with them. We are saying that it is time to evaluate and slowly move toward our goals.

The Task Force has pledged itself to the following items for the coming years:

1. To build a workable communication system between Task Force members, commission members, and our church groups.
2. To begin a study (via questionaires, raps, etc.) of just how UFMCC members think and feel about Human Awareness issue
3. To foster communication throughout UFMCC via the Northeast District's women's publication.

We are hoping that our work the next two years will give us the information that will allow us to create and gather educational materials that will be of benefit for specific church groups, geared their needs. We ask that all of you work with us to accomplish this. You can begin by electing a Representative from your local congregations that will give input to your elected District Representative; who will in turn give input to me; who will in turn give input to the overall commission; who will give input back to the local church groups.

The following is the list of the Task Force members:

Chairperson: Rev. Claudia Vierra (Berkeley, Ca.)
Northwest District: Rev. Sherrie James (Salt Lak
Northeast District: Jennie Bull (Washington, D.C
Southwest District: Bessie Manly (San Diego)
Southeast District: Jean Bush (Tampa)

Mid-Central: Rev. Rhea Miller (Boulder)
South Central: Rev. Candace Naisbitt (Houston)
South Atlantic: Barbara Weaver (Atlanta)
Great Lakes:
Canada:

We ask that you work with them when they come to you needing information.

We are also suggesting to you to the book, Feminist Views of Christianity, by Jennie Bull, as a resource for your church group.

The Task Force is looking forward to two years of work, healing and loving communication with you.

Rev. Claudia L. Vierra
Chairperson: Task Force on Women

ADDENDUM:

Task Force on Women- Clarification of Task Force Membership

This is to clarify how the Task Force is made up. The guidelines from last yeat were not clear enough.

1. The Task Force shall be made up of the following:

1. One elected woman representing each district elected by the women of the district.
2. Plus a maximum of 9 additional members appointed by the Board of elders.

The district reps and the additional members each have one vote on the Task Force.
Each district should also elect one alternate delegate to vote in the absence of the District rep.

Since the General Conference will now meet every two years, it is recommended that the term of office for the Task Force members, including the Chairperson, be for two years.

Note: Requested definition to "the women of the District" in the context of "one elected woman representing each district elected by the women of the District."
Ruling of Chair: Defined all women present at District Conference who are members of M.C.C.

CHRISTIAN SOCIAL ACTION

T A S K F O R C E O N M E N

Several kinds of responses have been given by men when they are informed of the Task Force on Men.

"Is this where I fight back at the Women's Lib movement?"

"Good! I need a place to get away from the women."

"Men's Lib - the battle back to superiority!!!"

Clearly, this is not what this Fellowship has intended this Task Force on Men to do or to be.

What the Task Force on Men is is a gathering of males studying men, masculinity, issues that relate to men's problems and education our brothers on alternatives to accepting stereotypical roles and models to men, be they for gay men or heterosexual men.

To begin, we must look to the women's movement for direction and guidance both in which directions to take and which paths and pitfalls to avoid. (Brothers, I strongly feel the women have much to teach us)

But, as Christians, we must learn one valuable lesson. We must pray over our ability to be educated and to be able to transmit this knowledge to our brothers, for it is through our knowledge of liberation through Christ Jesus that we will overcome our oppression.

We seek, and hopefully this task will not be too heavy a burden, to have one man in each district of this Fellowship universally who will work on this Task Force. These men will need to read, study, research, respond, and utilize and grow as this committee grows. We do not need any men who will sign up for this committee and then sit back. Self motivation is essential.

We don't have the answers to the problems that men face. We are seeking these answers and God will surely grant us these if we are diligent in our work and study.

We propose no resolutions to this body - save one, that these brothers and sisters of this Fellowship pray for this Task Force in the coming year, that we may grow and achieve solutions to the probems our brothers have.

Respectfully,

Rev. Frank Murr

COMMISSION ON INNOVATIVE MINISTRY
Report to the Eighth General Conference

The Commission on Innovative Ministries, just like the Universal Fellowship of Metropolitan Community Churches, keeps on growing. With the approval of the Board of Elders; we added two new Task Forces this year, plus one which was approved last conference, making a total of seven (7) Task Forces.

TASK FORCE ON CHEMICAL DEPENDENCY

The Commission has found it advisable to combine the Task Force on Alcohol and the Task Force on Drug Abuse into a Chemical Dependency Task Force. The Task Force on Chemical Dependency, of the Innovative Ministries, will work with all other Task Forces of the Commission on Innovative Ministries.

One of the accomplishments of the Task Force, this past year, was an International Directory for Gay AA and AT groups. This directory was introduced at no cost; however, future revisions and publications will carry a nominal charge so as to recover printing and mailing costs.

Three (3) goals for the coming year are
1. The need for the establishment of support groups for spouses, friends, and families.
2. Make available facilities for support groups consisting of both men and women should be examined at the local level.
3. Correlate a national resource list, as well as, treatment centers and detoxification centers for both men and women.

TASK FORCE ON AGING

Mr. Paul McCreary represented the UFMCC at the National Interfaith Coalition on Aging (NICA) in April.

GOALS

A projected goal is a Retirement Center for the gay community as well as for our ministers.

We also wish to explore evangelism efforts to the older gay community who is looking for an alternative to loneliness.

TASK FORCE ON TRANSGENDER/TRANSCARE

This Task Force is a new Task Force this year. It was approved by the Board of Elders. We received over a fifty percent (50%) return on the Transgender Survey; which was sent out earlier in the year.

GOALS

1. To establish and develop resource and referral material at national levels.
2. To establish support groups on a local level.
3. To develop workshops on a District Level for conscience and sensitivity raising.

TASK FORCE ON COUNSELING

A survey was sent to all Church Bodies of which thirty percent (30%) were returned to us for compliation of the following figures. Fifty percent (50%) of those returning the questionaire stated that they felt qualified to do counseling and fifty percent (50%) do not feel qualified.

From the surveys returned we have projected that our Fellowship is doing 104,000 hours of counseling a year. Of those people who have been counseled most preferred Church counseling over secular gay counseling.

We have realized three (3) things.

1. The need for a Crisis Intervention Center (CIC) on a local level.
2. Clergy and leader support groups.
3. The need for on going counseling training for both laity and clergy.

GOALS

1. To establish a working Crisis Intervention Center in all local Church bodies by 1979 with a Standardized Credible Training Packet forthcoming. This packet will serve as a guideline and include counseling techniques in all areas of Innovative Ministries; as well as crisis training.
2. The Leaders Spouses Group Concept.
3. Design correspondence and workshop courses and also design a newsletter of pertinent research information and materials available four (4) times a year.
4. Develop counseling workshops on a District level.
5. Establish contact with a representative in each local congregation to act as a liaison to receive counseling materials

TASK FORCE ON HANDICAPPED

We took a recent survey on the Ministry to the Handicapped and the results were not totally encouraging. Only twenty-five per cent (25%) of our Churches have any programs of Ministy to the handicapped. Fifteen per cent (15%) have blind attending with only thirteen per cent (13%) providing materials for the blind. Thirty-nine percent (39%) have deaf attending with only twenty per cent (20%) providing interpreters. Seven per cent (7%) responded indicating they were not interested in any program of Ministry for the handicapped.

GOALS

1. To urge workshops at District conference levels.
2. Representation of the Fellowship at conferences; eg; such as, "The White House Conference on Handicapped Individuals."
3. To expand the Task Force to provide a broader resource base and stimulate communication.

TASK FORCE ON DEATH AND DYING/TERMINAL ILLNESS

This Task Force was just approved by the Board of Elders. There are many of our people, ministers, that have a problem with the fact of dying, or facing terminal illness. This is an extremely sensitive area of ministry, and there is much education needed.

The first goal of this Task Force, will be to prepare educational material, to research the grief study, and present it to this Fellowship.

*This Commission depends on input from you, we respectfully request that you take time to answer surveys.

REPORT OF THE STI BOARD OF TRUSTEES TO THE

EIGHTH GENERAL CONFERENCE OF THE UFMCC

Samaritan Theological Institute has completed its seventh year of service to the Universal Fellowship of Metropolitan Community Churches. STI is the officially accredited and recognized educational institution of the UFMCC, and is charged by the Board of Elders to train students for the professional ministry, to test prospective candidates for the ministry, and to provide continuing learning opportunities for Fellowship clergy.

In November, 1976 the Board of Elders appointed the following Board of Trustees for Samaritan Theological Institute: Ms. Karen Wheeler, President; the Rev. Jeffrey Pulling, Dean; the Rev. Richard Ploen; the Rev. Elder James Sandmire; and the Rev. Richard Vincent. After the resignation of Rev. Vincent, the Elders appointed the Rev. Robert Arthur to the Board of Trustees in January 1977.

In the Fall of 1976 the Fellowship offices moved to the same floor where STI is located in a downtown Los Angeles office building. The STI staff painted and completed the moving of the library and classrooms. One of the classrooms is now set up as a chapel, and worship services and preaching classes are held there.

The faculty has been expanded to include nine highly qualified persons all of whom volunteer their time and expertise to the Institute. The faculty presently consists of: the Rev. Robert Arthur, the Rev. Laurence Bernier, the Rev. Jim Dykes, the Rev. Richard Mickley, the Rev. Jeffrey Pulling, the Rev. James Sandmire, the Rev. Robert Twar, the Rev. Karen Wheeler, and the Rev. Nancy Wilson. In addition Elders Troy Perry and Charlie Ar[illegible]hart, and several Southwest District clergy gave guest presentations in classes this past academic year.

The 1976-77 academic year was the first with our new curriculum, and the faculty spent much time discussing the material to be presented and developing an integrated and wholistic approach for the theological training we offer. Also in keeping with the Faith, Fellowship, and Order Commission's statement that sexuality is the door to the mission of MCC, we have added at least one course to each department relating to sexuality, such as "Sexuality in the Scriptures", "Sexuality in the Christian Tradition", "Christian Sexuality", "Sexual Lifestyles", "Understanding Human Sexuality", and "Sexuality-Related Counseling". As the educational institution of the Fellowship, we offer training for the specific needs of the UFMCC's ministry, such as UFMCC Polity and the developing theology and ethics of our Fellowship. We also offer of course the more traditional courses that most seminaries teach. Our new catalog, which is available now, has complete course descriptions.

The enrollment of registered students went down this past Fall Quarter as was projected with our new admission requirements, but new students were added each quarter. The enrollment ranged from 15 to 20 students in residence each quarter. As of May, 1977, there were 19 students in residence and 13 non-resident students. In addition over 30 persons have enrolled in one or more of Samaritan's correspondence courses.

Samaritan began this year a program of special one-day seminars. In January the Rev. Elder Nancy Wilson conducted "Operation Resurrection: A Model for Local Church Renewal", which was attended by 36 people from eight churches. Rev. Wilson also conducted this seminar in Detroit and will do so again here at General Conference Friday, August 5, 10 - 2 pm. A second seminar will be offered at the same time Friday, "Leading More Effective Worship", taught by the Rev. Heather Anderson and the Rev. Jeffrey Pulling. We plan to schedule more such seminars and workshops for credit at District Conferences throughout the Fellowship.

Our outreach to local MCC's throughout the world has greatly increased this past year. We have corresponded and spoken with many clergy and exhorters about their formal education programs, local training sessions, and meeting licensing requirements. During this past year STI President Karen Wheeler has spoken or preached on nine different occasions and STI Dean Jeff Pulling on eight occasions to various MCC's. This outreach has created a greater awareness of our Institute

and of the courses and materials we offer. Gifts and donations to STI for the 1976-77 fiscal year were more than triple those of the previous year. The financial report which is attached attests to the fact that we received over $4000 in gifts and donations, as compared to about $1300 last year. All of these gifts, however, were received from only 28 churches and a few individuals. We need the support of each local MCC if we are to continue to provide quality, professional education to our students.

The Board of Elders has asked STI to assist in the preparation and administration of the competency tests in Basic Biblical Knowledge and UFMCC Polity for all licensing candidates. The Basic Biblical Knowledge test has been completed with clergy from various backgrounds having input and with comments and advise from Rev. Elder Perry. The correspondence course which would help a candidate prepare for the Bible test is "Introduction to the Bible", and it has been available for several months. The Polity test and correspondence course will be completed after General Conference is over and the By-Law revisions are finalized. These two examinations will be administered by STI on the District level at least two times a year, in October and April.

One of the priorities that we pledged to work toward this year was state approval/accreditation. We have this year been accredited by the Board of Elders, following the pattern of many small Bible colleges. We at present have state approval under the exemption rules for private, religious institutions. We are continuing to seek a change in our state status so that we may grant Bachelor of Theology degrees, rather than diplomas. We hope to do so within another year. STI's three graduating students this year, who will officially graduate this Saturday evening here at General Conference, have all completed the new curriculum program which qualifies for Bachelor of Theology degree once we complete our change of state status.

Samaritan Theological Institute is preparing to offer increasing opportunities for continuing ministerial education, to offer additional correspondence courses, and to assist in professional educational programs that will continue to serve the needs of the UFMCC in the future.

Rev. Karen J. Wheeler, President

Rev. Jeffrey D. Pulling, Dean

TREASURER'S REPORT FOR FISCAL YEAR 1976-77 S.T.I.
(July 1, 1976 to June 30, 1977)

EXPENSES	
Rent and rubbish removal	$3360.00
Stipend for K. Wheeler	800.00
Stipend for J. Pulling	620.00
Book orders	1380.73
Printing and Photocopying	894.82
Postage	438.83
Typist	136.75
1976 General Conf. expenses	485.86
Student Body expenses	69.40
Office Equipment & Supplies, Misc.	1608.55
Returned checks	197.00
TOTAL EXPENSES	$9991.94

RECEIPTS	
Tuition and fees	$1716.50
Correspondence Courses	1970.00
Book sales	538.72
Gifts from local MCC's and individuals	4009.89
Misc.	1216.29
TOTAL RECEIPTS	$9541.40

Balance at end of fiscal year $1309.33

Breakdown of balance

General Fund	$ 286.99
Student Body Fund	211.65
Accreditation Fund	495.00
Scholarships	315.69
	$ 1309.33

GIFTS AND DONATIONS FOR FISCAL YEAR 1976-77
(July 1, 1976 to June 30, 1977)

1.	MCC Los Angeles	$ 934.00	
2.	MCC Kansas City	376.60	(45.00 & 331.60)
3.	Good Shepherd Parish, Chicago	300.00	(100.00& 200.00)
4.	MCC San Francisco	255.69	
5.	MCC in the Valley	245.00	
6.	MCC St. Louis	200.00	
7.	Trinity MCC, Riverside	100.00	
8.	MCC San Diego	97.68	
9.	MCC of the Rockies, Denver	83.90	(78.90 & 5.00)
10.	MCC Sacramento	74.99	
11.	MCC Cincinnati	70.00	
12.	East Bay MCC, Oakland	66.87	(8 donations)
13.	MCC Nashville	65.00	
14.	MCC Pomona	50.00	
15.	Christ Chapel MCC, Santa Ana	43.00	
16.	MCC Omaha	39.30	
1-.	MCC Seattle	38.80	
18.	MCC Jacksonville	35.76	
19.	MCC Illiamo	29.50	
20.	MCC Austin	28.61	(17.61 & 11.00)
21.	MCC Ventura	25.00	
22.	MCC Tucson	20.00	
23.	MCC Gold Coast	15.44	
24.	MCC Tallahassee	10.00	
25.	MCC Harrisburg	6.50	
26.	MCC Anchorage	5.00	
27.	MCC Phoenix	5.00	
28.	MCC Champaign	3.25	
	TOTAL FROM LOCAL MCC'S	3233.89	
	INDIVIDUAL DONATIONS	866.00	
	TOTAL	$4099.89	

EIGHTH ANNUAL INTERNATIONAL GENERAL CONFERENCE
UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES
DENVER, COLORADO

COMMISSION ON RELIGIOUS INSTITUTES
REPORT - 1977

As directed by the General Conference of 1976, the Commission made an in depth study of the history of holy orders. We would like to have these reports given to the Samaritan Theological Institute for evaluation so they might be placed in the seminary library.

As reported to General Conference Seven, two pilot projects had been authorized. The pilot project in Washington D. C. was disbanded after it was found the members were not following the recommended rules and regulations as sanctioned by the General Conference and the Board of Elders. Likewise the Seattle project has ceased to function. It is the feeling of this Commission that the failure of these pilot projects was partly due to the feeling that once authorized they became autonomous. In other words, they became satellites rather than a part of the Universal Fellowship of Metropolitan Community Churches' function. It also appears that once a project is authorized it immediately attempts to imitate the old established orders in dress and not in deeds.

THEREFORE:

It is recommended to this General Conference Eight that the following be the direction of this Commission:

1. A set of rules be established for the operation of a pilot project.

2. That goals for each pilot project be established based on the needs of God's children in the 20th Century and especially geared to the needs of the Universal Fellowship of Metropolitan Community Churches.

3. That all pilot projects, where possible will have both male and female participants.

Respectfully submitted in Christ,

Rev. Robert J. Cunningham, Chairperson

COMMISSION ON FAITH, FELLOWSHIP AND ORDER

Report to the 1977 General Conference

Dear sisters and brothers:

This brief paper constitutes the report of the Commission on Faith, Fellowship and Order to the 1977 General Conference.

Since its inception in 1973, the Commission on Faith, Fellowship and Order (FFO) has evolved into an important forum for theological dialogue and reflection within the Universal Fellowship. The Commission's activities culminated last year in a paper presented to the 1976 General Conference which was a response to six questions this Fellowship had been asking itself regarding its identity and mission as a Christian body. The paper was a synthesis of hundreds of responses to those questions, gleaned for twelve months from all levels of the Fellowship. The paper was unanimously accepted by the General Conference for one year's study.

To facilitate the Fellowship's study of the paper, two drafts of a Study Guide were prepared and presented at the Eastern and Western Ministers Conferences. In addition, four Task Forces were established in order that the Commission could delve thoroughly into specialized areas of interest and importance to the Fellowship. Those Task Forces were:

- Task Force on Women and the Bible
- Task Force on Ethics
- Task Force on Homosexuality and the Bible
- Task Force on Liturgy

The Task Forces were to serve as research bodies, reporting their findings to the Commission in order that the Commission could make appropriate, informed recommendations to the Fellowship.

On Sunday, July 31, 1977, the Commission held its annual conference in Denver for the purposes of ascertaining the state of its projects, consolidate gains, define goals and projects for 1977-78 and determine what recommendations should be made to the 1977 General Conference. Those goals, projects and recommendations are as follows:

(1) We recommend that this General Conference retain the 1976 FFO paper until the next General Conference.

(2) The Commission will prepare a pamphlet on each FFO response to the "Six Questions" and will distribute them for local church use. The pamphlets will be written in a style that will be easy to understand for persons who are not acquainted with theological jargon. Congregations and districts will be asked to critique the pamphlets so that the Commission will be able to keep in touch with this Fellowship's "grass roots."

(3) The distribution of the pamphlets will be followed by district-level and congregational-level FFO workshops and conferences, to be conducted by FFO members.

(4) FFO Task Forces will solicit input from all levels of the Fellowship to selected questions (much in the same manner that was used to prepare the 1976 FFO paper). The Task Forces will use that "grass roots" input as a foundation for developing their reports.

(5) A major three-day FFO Conference will be held during the Labor Day, 1979, weekend. (All Commission members and Task Force members are expected to attend this conference and all districts and congregations are strongly urged to give some reasonable financial assistance to these persons who must attend the conference.) The conference will hammer out the Task Force reports and will continue its critique of the 1976 FFO paper. The critique will be based in large measure on Fellowship responses to the FFO pamphlets.

Finally, the Commission is always interested in identifying individuals who are willing and able to participate in the work of the FFO Task Forces and thus we strongly urge any person who is interested in Task Force membership to make known IMMEDIATELY her/his interest to the Commission chairperson.

Respectfully submitted,

(Rev.) Howard R. Wells
Chairperson

BOARD OF INSTITUTIONAL MINISTRY REPORT TO THE GENERAL CONFERENCE AS OF JULY 22, 1977.

This has been a busy year for the Board of Institutional Ministry. We currently have two lawsuits pending in the courts of the land. Rev. Heather Anderson has prepared a case against the State of Michigan because they will not allow us to minister to the prisoners at Jackson State. That was gotten underway in court on July 19 of this year. On July 14, 1977 we also filed a suit against the Federal Bureau of Prisons in the U. S. District Court of Northern California in San Francisco. Last year the Bureau decided to prohibit MCC materials and personnel from enetering federal prisons. In spite of a favorable court decision in the same U. S. District Court two years ago against the State of California, the Federal Bureau of Prisons has forced us to go the same route again against the Bureau itself. The same lawyer, John Wahl, who successfully plead our case then, has filed for us again this time. From first appearances, it looks good for an early settlement.

I have had a great number of opportunities to travel this year (not at Fellowship expense). Local churches and districts as well as individuals have financed my visits to our churches in Washington, D. C.; Omaha, NE; Denver, CO; Phoenix, AZ; Tucson, AZ; San Luis Obispo, CA; Ventura, CA; San Frncisco, CA; Santa Ana, CA; Riverside, CA; San Diego, CA; Oceanside, CA; North Hollywood, CA; St. Louis, MO; Kansas City, MO; Indianapolis, IN; Pittsburgh, PA; and Albuquerque, NM.

We have now gotten to a regular publication of CELLMATE. We have updated our mailing lists and are mailing by bulk mail a copy to each prisoner on our mailing list. I am also putting out a monthly report to each of our area representatives and chaplains, and requiring monthly reports from each of them in turn

Our PRISONERS YELLOW PAGES has been quite successful, and we have sold out last year's edition. We are in the process of publishing a new and updated edition which looks like it will be three or four times the size of last year;s. We are now in the process of typesetting it, and hope to get it printed soon after Conference. We have been offered free advertising in several publications with large distributions, so we expect to make some income on the slae of them. We give free to prisoners who request one a copy of the PRISONERS YELLOW PAGES, and sell them to non-prisoners to pay for their publication.

We currently have fifty-two prisoners enrolled in our correspondence courses. They are being graded and continued by two volunteers in the field, Robert Roderici and Rev. Tim Ehmke. A great deal of thanks is due them for their help in relieving some of the burden of this office.

We have added and lost some of our team members this year, but we currently have eight chaplains and thirty three area representatives scattered around the country. They are doing a great job of handling the load of 711 prisoners in 112 institutions in 48 states.

We are developing good ties with the prison outreach of other churches, and have a regular correspondence with their offices in regards to the needs of the prisoners to whom we are all ministering. We are members of the National Interreligious Task Force on Criminal Justice, and the National Criminal Justice Reference Service.

Two of the most significant accomplishments of this year was the presentation to the White House a position paper on Gays in Prison at the March meeting of the NGTF and the White House staff, and an invitation to the National Assembly on the Jail Crisis. As a result of the first one, a meeting was set up between the NGTF and the Justice Department to hear our grievances. In the second case, the National Association of Counties was sponsoring the National Assembly on the Jail Crisis. They were having representatives of various organizations set up technical assistance booths to advise the attending sheriffs and jail keepers, judges and county commissioners as to how to handle various problems in their jails. We were asked to set up a booth to advise them as to their handling of gay prisoners. I was totally amazed at the frank accepting attitude of most of those attending when they came to the booth asking for information. Officials from many "red-necked" areas of the country were some of the more interested of those attending. It appears that we are finally getting some recognition from the correctional field as a valid and helpful tool in their work. I was very encouraged by the response.

There are still over half of our churches without any prison outreach to the local prisons, at least to the knowledge of this Board. We desperately need the help and support of each member church in this country (USA) if we are to effectively cover the hundreds of state and federal prisons and their prisoners who are crying out for our ministry.

I am also thrilled with the fact that the churches in the other countries represented in this Fellowship are beginning to organize prison outreaches, too. I have been honored to have been in communication with several prisoners and church people in other countries, and have seen the beginnings of a work there as well.

We certainly covet the prayers and understanding support of each member of this Fellowship as we continue in this much needed work of the UFMCC.

Respectfully submitted,

Rev. Bob Arthur
National Director

M.C.C. National Evangelistic Team
PO Box 5446
Ft. Worth, Tx. 76108

THE FORMING OF A TEAM:

On Sept. 15, 1976 the M.C.C. National Evangelistic Team held its first spiritual renewal conference. This started a new ministry within this International Fellowship that we believe was formed by God. During the months prior to our first spiritual renewal, many things happened that we consider as God's direction for us. A $4,000 organ was purchased for $800 with no interest charges, which is paid in full. A bus was purchased for $900, now paid in full, and the means were provided for converting and furnishing it to be a home. Two women and one man felt moved to form a team for this ministry. Personal assets were sold and jobs were resigned to fulfill a calling. We feel, as we look back, that the forming of this team can be summed up in one scripture; "Follow Me, and I will make you fishers of souls." (Matt. 4:19)

MEMBERS OF THE TEAM:

Rev. Ron J. Anderson plays the organ, leads the singspirations, sings specials, gives sermons, and teaches workshops during spiritual renewal conferences. He has been a member of M.C.C. for seven years, a licensed minister for three years, and was ordained at the General Conference of 1976. He has had 4½ years experience on the evangelistic field before joining M.C.C. He has held the position of Associate Pastor, Sacramento, Calif. for 7 months and pastor of Agape' M.C.C., Ft. Worth, Tex. for 2½ years. He is a member of the Commission on Faith, Fellowship, and Order and served as Asst. District Co-ordinator of the South Central District.

Ms. Jeanne Leggett gives sermons and teaches workshops during spiritual renewal conferences. She has been a member of M.C.C. for 2½ years, a licensed Deacon for 1 year, and was licensed as an exhorter in June of 1976. She has had experience in counseling, teaching, and preaching within the Ft. Worth, M.C.C. She also has experience as Director of Nurses, which was her employment before entering a full time ministry in M.C.C.

Ms. Annette Beall sings specials, assists in the singspiration, and teaches workshops. She has been a member of M.C.C. for 2½ years, served on the Board of Directors for 1 year and 3 months, was editor of the OPEN DOOR, Ft. Worth's publication, and was assistant treasurer. She has experience in bookkeeping, treasurer, singing, and experience astreasurer, Sunday-school teacher, and church clerk in the Free Will Baptist organization. She is also the secretary and treasurer of the team.

ASSETS & DONATIONS:

The following is a list of assets and donations that are used for spiritual renewals, these do not include personal assets:

ORGAN
P.A. SYSTEM (donation)
SINGSPIRATION BOOKS (donation)
WORKSHOP LITERATURE (donation)
GAS POWERED GENERATOR (donation)
BOOKS (donations)
PARTS FOR BUS (donations)
AIR CONDITIONER (bus donation)

RAMP FOR ORGAN (bus donation)
C. B. RADIO (bus donation)
TAPE RECORDING EQUIPMENT
TYPEWRITER
CARPETING (bus donation)
RE-PAING BUS (donation)

We have also been donated food, clothing, and many other items. The team and its work is funded by love offerings taken at the special services. Tithes of 10% are paid to the Fellowship on all income. We have just started a complete tape ministry and a monthly publication. Please see us if you want information about these new outreaches.

INTENTS & GOALS:

1. To stand on Christ's promise that, "If I be lifted up, I will draw all people unto me!"
2. To bring the same atmosphere of General and District Conferences to the local congregations of Churches, Missions, and Study Groups.
3. To help the growth of Churches, Missions, and Study Groups.
4. To reach metropolitan areas that do not have M.C.C. groups.
5. To bring our local congregations to a better knowledge and understanding of U.F.M.C.C., its districts and outreaches.
6. To exchange successful ideas and functions between churches.
7. To increase communications between local congregations and the commissions, committees, and task forces.
8. To reach areas of the community that have not been reached.
9. To bring our Churches, Missions, and Study Groups closer together in spite of geographical distance.

SPIRITUAL RENEWALS TO DATE:

Oklahoma City, OK (2)	Memphis, TN	Sacramento, CA
Albuquerque, NM	Jacksonville, FL	Reno, NV
Phoenix, AZ	St. Petersburg, FL	Stockton, CA
Tucson, AZ	Tampa, FL	Eugene, OR
Houston, TX (2)	Sarasota, FL	Salt Lake City, UT (2)
Grand Prairie, TX	Ft. Meyers, FL	Ventura, CA
Wichita, KS (2)	Miami, FL	Oceanside, CA
Omaha, NB (2)	Ft. Lauderdale, FL	Riverside, CA
Quincy, IL (2)	Tallahasse, FL	Costa Mesa, CA
St. Louis, MO	Pensacola, FL	Fresno, CA

We now have bookings in over 25 other M.C.Cs for the coming months. We hope to have 1978 booked by the end of this conference. We are available to answer questions and tentatively book churches.

RESPECTFULLY SUBMITTED:
Ron Jeanne Annette

REPORT OF THE BOARD OF WORLD CHURCH EXTENSION
OF MCC, 1977

1. Report on Australasia by Rev. Jan Weymouth, Coordinator
2. Report on Canada by Rev. Robert Wolfe, Coordinator
3. Report on United Kingdom by Rev. Lee Carlton, Coordinator
4. Report on Nigeria and South Africa by Rev. Elder Freda Smith, Executive Secretary for World Church Extension

NIGERIA: Rev. Sylvanus O. Maduka has been very busy since he returned to Africa following his visit to the 1976 General Conference. He has also been handicapped by a lack of funds, so he has not been able to travel as easily as he hoped in spreading our mission and message. Nonetheless, he has established a mission in the East, a town in Imo State, Mbawsi. Our mission in Mbawsi, Imo State, is being pastored by Rev. Paul Chikwenda, a former minister in the Assemblies of God.

It is hoped that within the next year, plans will materialize for a major U.S. church (MCC) to undertake the financing of a van which is desperately needed to carry on this work, as well as funding a worshipping place up to the standards necessary for a licensed church in Nigeria. When the standards are met, it will be necessary for Rev. Maduka to appeal in writing to the Permanent Secretary, Ministry of Internal Affairs of Nigeria. There should be no problem if the building standards are met.

SOUTH AFRICA: Rev. Joan Wakeford has returned to the work in South Africa, following a brief tour of several U.S. churches and attendance at the U.S. Eastern Ministers' Conference. There is a great need for our ministry in South Africa, although no one should underestimate the difficulty in undertaking this mission. Rev. Wakeford has been conducting Services in Durban, S.A., and has contacts in Johannesburg, although travel is difficult.

The Houston, Dallas, Ft. Worth, TX, and New Orleans, LA. U.S.A. MCC's have undertaken a program of earmarking 4% of their operating funds (tithes and offerings) to send to South Africa and are urging other Churches to do the same. Houston MCC also paid the expenses for Rev. Wakeford's travel to South Africa.

The Board of World Church Extension, calls upon this world fellowship to recognize the global aspect of our mission. Regardless of which country from which we originate, there is a tendency toward provincialism and chauvinism (in the original sense of the word.) As an example, our edition of <u>In Unity</u> magazine entitled, winter issue, failed to take into account that only one hemisphere was in winter -- while in half the world, it was summer. Only a small matter perhaps, yet indicative of a need for massive education in learning to be aware of the little differences which separate us as we call for unity.

Resolutions are necessary to answer the needs of <u>education</u>, <u>communication</u> and <u>definition of the goals of world church extension</u>.

DISTRICT OF AUSTRALASIA
REPORT
JULY 1976-JUNE 1977

The district of Australasia covers New Zealand and Australia. Within the North Island of New Zealand one Study Group operates and two feasibility studies are being conducted. As yet UFMCC is not operating in the South Island, but several good contacts have been made. Personnel and money are needed for this extension, and will be available in God's time. In Australia, there are three chartered churches, one mission and three study groups. (One study group was established, but dissolved a short time later).

The chartered churches are continuing to develop, each in its own unique way, but with a spirit of unity evident. The one mission is holding its own, but suffering from continued absence of its Pastor (as District Coordinator). The Study Groups are very encouraging. The Group in Auchland (N.Z.) has grown in the four month period since a full-time Pastor was appointed, with average attendance doubled to 50. When the work is a little more consolidated they will be applying for mission status. In the Gold Coast (Aust.) the S.G. provides a healthy link with tourists, although numbers are small. In Newcastle, a local woman is now the Worship Coordinator. A healthy interest is evident in the community giving support to the concept of M.C.C. Perth also has a local woman as Worship Coordinator, assisted by an ex-Roman Catholic priest and a D.D. from Edinburgh (Scotland). Together they are working amongst their own community and growth in all areas is evident. To quote numbers of attenders is not important but I believe the committment of the people is indicated by the fact that giving has increased far more than attendance.

Our chartered churches need to learn more fully the implications of their responsibility as such, especially on the local board level. This indicates a need for better training of our Pastors in this area. We must consolidate the work which the Worship Coordinator and Interim Pastors are doing in the Study Groups and Mission so that all the people in our District can responsibly be the Church of Jesus Christ. Australia and N.Z. are far flung. We don't have room for shoddiness in God's work, because His people and His money are needed for His work.

This year the District Conference authorized the planning of an education program for the District. The course was prepared and commenced in July of this year, and covers a nine semester program. It is more efficent for us to work within the District than to try and correspond with Samaritan Theological Institute, but we have no intention of eliminating our UFMCC training facility. Training is what Australasia most needs and we want to share in all aspects of this.

I report on a District alive, concerned and loyal to the aims of the UFMCC, determined to uphold and maintain the message of the universality of the Gospel of Jesus Christ.

Rev. Jan Weymouth, Co-ordinator

CANADA

The Canadian District of UFMCC consists of two chartered churches, Toronto and Ottawa; one mission, Vancouver; and three beginning work in Halifax, Montreal, and Calgary. There are two ordained and six licensed ministers serving in the district.

The church in Toronto was four years old last month and is in basic good health. Although there has been recent trauma to be associated with the transition of the founding minister, the church maintains an outreach and ministry to the community. The church in Ottawa was granted chartered church status in April of this year. It continues as a relatively small work in the midst of the National Capital Region, an ultra-conservative area is good and is growing in its ministry to the community.

The mission in Vancouver was begun in March of this year by plantation and held its first public Sunday worship on the last Sunday of April. The three beginning works will be called into being by a program of plantation which calls for placing a processional minister in a community whose initial task is to motivate the calling into being of a new study group. Three licensed Canadian ministers have been assigned to these programs.

Since its beginnings, the district holds in trust the 10% tithe payable to UFMCC because of the requirements of Canada Revenue regulations. In addition all Canadian congregations contribute an additional 8% to the Canadian Missions Fund. These combined funds permitted an allocation of $2000 to the plantation at Vancouver and the allocation of $1950 to each of Halifax, Montreal, and Calgary.

In order to deal with peculiarities of Revenue laws and to facilitate inter-provincial operation (which differs significantly from U.S. interstate operation) the churches in Canada have been incorporated by the Federal Government. The governing documents have been reviewed by the Fellowship Attorney at the request of the Board of Elders and found to be in accordance with the letter and Spirit of UFMCC By-laws. The corporation forms the formal organization of the District.

The first Canadian District Conference is scheduled for Thanksgiving weekend, October 8, 9, and 10.

Beginnings have been made toward an institutional ministers program, although the priorty is now on the extension program.

Rev. Robert S. Wolfe Co-ordinator

Never before in history have gay people been so closely drawn together around the world as during this past year of conservative backlash. Americans were doubtless surprised to learn that thousands of gays across western Europe rallied to their support during Anita Bryant's anti-gay campaign. Two thousand Dutch gays rallied at the Hague in the Netherlands to present a similar petition to the U.S. Embassy in Paris as well as a protest against the Soviet Unions's refusal to acknowledge gay persons. In Spain some 4,000 gay people rallied in the first protest and demand for equality since before the Franco revolution. German & Scandanavian gays also protested and the Dade County descision was broadcast over the BBC news in Great Britan.

English gays also experienced backlash led by Anita's British counterpart, "Mary Whitehouse", who sued the "Gay News" for blasphemous libel under a legal provision dating back to the 15th Century. As well, the British Parliament voted down a measure to lower the age of consent for gay males to 18, by a vote of 146 to 2. The saddening aspect of all this however, is that so many gay people around the world have not been introduced to the only real genuine source of the liberation which they so desperately seek. And this can happen only when those who have come to this awareness of Christ within, are willing to introduce others to Him, Jesus Christ, our great Liberator.

The new mission field for the gospel of Jesus Christ is no longer to be found in the remote parts of Third World Countries, but in Western Europe. For instance, Africa today has more professing Christian believers than all Europe, where centuries of State dominated churches are now looked on, by the majority populace, as irrelevant museum pieces of medieval thought. For this reason principally, the work of our Fellowship there is a real spiritual warfare. Godless political ideologies and archaic church structures segregate most gay and non-gay persons away from personal encounters with anything which even uses the word Christian. (Insert)

On the other extreme is the universal need within humanity to have spiritual fulfillment. It is here that the UFMCC must be willing to meet the challenge of sharing Christ and genuine liberation with our sisters and brothers, who live in these strongly nationalistic and atheistic cultures. Nothing short of a real visitation of the Holy Spirit can be expected to renew the Christian faith in Western Europe. The recent Gallup Poll which found the U.S. as the second most religious country in the world, found the U.K. to be the second most pagan country.

The MCC of London is well aware of these difficulties but nevertheless have remained faithful through five years of struggle to build an MCC there-sometimes with a pastor, sometimes without. For the most part they have struggled alone. The recently established MCC in Birmingham has embarked upon a special mission to firmly establish a relevant Christian community in England's second largest city. The Fellowship's newest parish, MCC Thames Valley, convened its first scheduled worship services as of July 24, 1977.

Certainly our English sisters and brothers have shown their determination to build the UFMCC in the United Kingdom. It is only right however to point out to this conference, that our congregations there have been left pretty much on their own in this struggle and do feel very isolated from the mainstream of the UFMCC. For this the Fellowship, individually and collectively, must accept responsibility for communicating regularly and often by letters of encouragement, newsletters, general information, and prompt replys to the inquiries of our members on the east side of the Atlantic.

There have also been several responses to MCC from the continent, but to implement congregations there , will require a most significant increase in our World Church Extension offerings. We must also have persons who are qualified both linguistically and educationally to pastor such groups. We need in Europe, persons who are 100% dedicated to the vision of establishing a strong Fellowship family, which can and must cut across racial, ethnic, cultural, religious, and national political boundaries, in order to be Christ for these who are our sisters and brothers as well. Above all, the concept of continuing prayer for our labors and churches must be given a daily emphasis in the minds and hearts of every UFMCC member. Without these supports and additional loborers, the missionary endeavor in Western Europe will remain an even longer and ever increasingly difficult battle. The person from Macedonia still calls "Come over and help us!" Do we have any more Pauls and Phoebes who are willing to go? Let us be faithful to the last will and testament of our Lord Jesus Christ!

Rev. Lee J. Carlton
Co-ordinator of Church Extension
United Kingdom & Western Europe

CHRISTIAN EDUCATION COMMISSION REPORT GENERAL CONFERENCE 1977

This year was marked by the definition of Educational needs, and establishment of priorities for fulfullment of those needs.

A questionnaire was sent to every minister, worship coordinator and Church director of Christian Education. The results of that questionnaire determined the following priorities:

(1) Resource bibliography for use in every aspect of Church life.

(2) To provide outlines for development of membership and Deacon's manuals.

(3) Provide alternatives for Christian Education for children and adults.

(4) To begin establishing "CORE" materials which can be adapted linguistically to non-American Districts and Congregations.

The first priority has been met with the distribution yesterday of a 19 page resource bibliography. Future revisions will include topics such as: Transsexualism, Death and Dying, Pastoral counseling, Church History, Agism, Christian Philosophy, Personal Devotions and Meditation, "Family Bible Studies", Gay Parents Programs, and the expanded use and value of the lay person in the life of the Church.

Priority 2 items are in rough outline form and will be completed in the coming year. Priority 3 items are perhaps the most difficult to develop , as they require adaptation of good educational materials presently in circulation to meet the particular needs of this fellowship. It is hoped that such materials will be available by the 1979 General Conference.

The Christian Education Commission feels that development of educational materials must be flexible to be relevant to our non-American districts and congregations . For this reason the commission will be developing "CORE" materials with a standard central theme or content and allowing the district to complete the text in the language or vernacular peculiar to that region or district.

This Commission feels that the educational needs of this Fellowship can no longer be viewed as a low priority item. We request your prayers, your cooperation, your talents , and your support (both financial and with the educational tools you have already developed) to make the fulfillment of educational needs a reality.

Respectfully submitted,

Rev. Karen J. Linstrom, Vice Chairperson
CHRISTIAN EDUCATION COMMISSION

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

CHRISTIAN EDUCATION COMMISSION

RESOURCE BIBLIOGRAPHY

(Note:An * indicates texts approved by S.T.I. to meet Licensing and ordination requirements).

THE BIBLE (as a whole)

* Anderson, Bernard, The Unfolding Drama of the Bible, Association Press, 1971. hardback $5.95
Easy reading; giving historical as well as Biblical account book by book.

* Barclay, William, The Making of the Bible, Abindon Press, 1961, $5.95 hardback.
One of the better commentaries; structured outline on each book, in easy to understand terms.

OLD TESTAMENT

Anderson, Bernhard, Understanding the Old Testament, third edition, Prentice-Hall, 1974. hardback $9.95.
Examines the historical aspects as well as the Biblical; gives dimension to the Scriptures from the historical perspective

* Buck, Harry, People of the Lord, MacMillan Press, 1966. Hardback $4.95.

Harrison, R.K. Old Testament Times, Eerdmans Publishing House, 1970 hardback $7.95
Easy reading, fairly evangelical in approach.

Merrill, Eugene, An Historical Survey of the Old Testament, Baker Book House, 1974. Paperback $4.95.
Conservative in approach; not as accurate in Biblical accounting, but easy reading; fills in historical gaps.

Pfeifer, Charles, An Outline of Old Testament History, Woody Press, 1960. Paperback $3.95.
Fundamental in approach; fairly complete survey of Old Testament events.

Woodleen, J., A Survey of Israel's History, Zondervan, 1970. Hardback $9.95.
Good companion guide to the Old Testament.

NEW TESTAMENT

* Barclay, William, Introduction to the First Three Gospels, Westminster Press, 1975. Hardback $6.95 Paper $4.95.
Good commentary on the Synoptic Gospels, with background details and historical perspective.

CHRISTIAN EDUCATION COMMISSION RESOURCE BIBLIOGRAPHY

* Barclay, William, The Mind of St. Paul, Harper and Row, 1958. Paperback $ 4.95.
A survey of the personality and life of Paul; background in understanding the writer of the majority of the N.T.

Bruce, F.F., New Testament History, Anchor Books, 1972. Hardback $ 6.95 Good exegetical work on the Synoptic Gospels.

Grundy, Robert H., A Survey of the New Testament, Baker Books, 1970. Hardback $ 9.95. Fundamental in approach, with heavy emphasis on the Synoptic Gospels.

Harrison, Everrett F., Introduction to the New Testament , Wm. Eerdmans Publishing Co., 1974. Hardback $ 8.95. Easy to read, fairly well outlined appraoch to the New Testament, with Historical emphasis.

Longecker, Richard (Editor), New Dimensions in New Testament Study . Zondervan, 1974. Hardback $ 8.95. Text intermingles exegetical work with historical perspective in easy to understand terms.

Commentaries and Dictionaries (lexicons) and Languages

Alford's Greek New Testament: An Exegetical and Critical Commentary, 4 volumes in 6 books, paper $ 29.95, Guardian Press, 1976. Established as an interlinear edition with exegesis paralleling.

Berry, The Interlinear Greek New Testament with Lexicon and Synonyms 18th Ed., Zondervan, 1976 Hardback $ 11.95. The same in paper from Guardian Press, 1976 $ 5.9.5. Conservative, and highly academic.

Brown, Francis, Hebrew and English Lexicon of the Old Testament. Oxford Press, 1950. Hardback $ 27.50. One of the better lexicons, good basics, fairly easy to use.

Dana, H.E., Mantey, J.R., A Manual Grammar of the Greek New Testament. MacMillian, 1927. Hardback $ 8.95. Although not inclusive of recent scholarship, still one of the better texts for study

Englishmans' Greek New Testament: Literal translation from the 1611 Text . Zondervan, 1976. Hardback $ 10.95. a Useful comparative study text.

Finley, Harvey, et all, Biblical Hebrew: A Beginner's Manual, Babker Books, 1975. Paper: $ 8.50 A programmed text for the basics of Biblical Hebrew, with study guide.

Funk, R.W.(Editor), A Greek Grammar of the New Testament, Univ. of Chicago Press, 1961. Hardback: $ 15.95. One of the best texts for the study of New Testament Greek. A useful Library aid.

Hale, Clarence B., Let's Study Greek Moody Press, 1957. Hardback $ 5.30.

CHRISTIAN EDUCATION COMMISSION RESOURCE BIBLIOGRAPHY

Holladay, Wm. L. (Editor), A Concise Hebrew and Aramaic Lexicon of the Old Testament, (Based on the Koehler-Baumgartner Lexicon in Verterus Testamenti Librus). Wm. Errdmans Publishing House 1971. Hardback $ 14.95. Very scholarly, a good text for those interested in in-depth studies of the Old Testament.

Lindell and Scott, Greek-English Lexicon, Oxford Press, 1969. Hardback: $ 55.00. The most comprehensive Lexicon in print. For the serious Greek student.

Machen, J. Greshan, New Testament Greek for Beginners, MacMillian, 1923. Hardback: $ 8.95. Easy to follow programmed text, the equivalent of a first-year Greek class.

Marks, John H. et al. A Beginner's Manual of Biblical Hebrew, 2nd Edition, Abingdon Press, 1958 Hardback: $ 7.50. The equivalent of the first semester in Biblical Hebrew. Easy to understand, and programmed, including self testing.

Nofrey, H. Fred. New Testament Greek Made Functional, Christian Heritage College Press, 1976. Using syntax and declensions while listing in the Scripture. (paper back: $ 3.95).

Thayer, Joseph H., Thayer's Greek-English Lexicon of the New Testament, Hardback : Zondervan Press; $ 13.95; paperback: Associated Publishers, 1974, $ 7.50. A standard text for the student, beginner as well as advanced, of New Testament Greek.

Yates, Kyle The Essentials of Biblical Hebrew, Harper and Row, 1965. Hardback: $ 5.95.

CHURCH ADMINISTRATION-DISCIPLINE

Kittlaus, Paul, et al., Church Fights: Managing Conflict in the Local Church, Westminster Press, 1975/ Paperback: 1973. A must for the Pastor and staff. How to deal with intra-, inter personal and inter-group conflicts.

Marshall, Nathaniel, Penitental Discipline of the Primitive Church, A.M.S. Press, Hardbcak : $ 27.50. Perhaps the most in-depth study available on how the Primitve Christian Church handled conflict, with some interesting ideas for today's church.

Shelly, Maynard (Editor), Studies in Church Discipline, Faith and Life Press, 1958 Paperback $ 2.00 . Although somewhat sexist, gives a fairly good outline of inter-Church conflicts and how they were handled.

CHRISTIAN EDUCATION COMMISSION RESOURCE BIBLIOGRAPHY

Church Administration---Management

Anderson, Gary, Searching for the Ideal in Congregational Growth, C.S.S. Publishing Co., 1974 Paper $ 2.10. Examines the problems encountered with rapid Church growth, and how to deal with the ensuing conflict.

Crockett, W. David, Promotion and Publicity for Churches, Morehouse 1974 Paper: $ 3.50. Examines the use of media and advertising effectively.

Engstrom, Ted. W. et al., The Art of Management for Christian Leaders, Word Books, 1976 Hardback: $ 6.95. A good resource for the Board of Directors of the Local Church.

Gangel, Kenneth O., Competent to Lead: A Guide to Management in Christian Organizations, Moody Press, 1974 Hardback: $4.95. Useful outlines for organization and function of the various Boards and committees in the Local Church.

Massey, Floyd Jr., et al., Church Adminstration in the Black Perspective, Judson Press, 1976 Paper: $ 5.95.

Schaller, Lyle E., et al., Creative Church Adminstration, Abington Press, 1975. Paper: $ 4.95. Discusses the importance of the layperson in the adminstration of Church life.

Southhard, Samuel, Comprehensive Pastoral Care: Enabling the Laity to Share in Pastoral Ministry Judson Press, 1975. Paper $3.50, with cassette $ 9.95.

Walz, Edgar, Church Businnes Methods: A handbook for Pastors and Leaders of the Congregation. Concordia Press, 1970 Paper $ 2.95. Although heavily slanted toward a Lutheran perspective, gives some good ideas on Budgeting and planning.

Wedel, Leonard, E., Building and Maintaining a Church Staff, Broadman, 1967. Hardback: $ 3.95. Good resource for choosing staff, and maintaining motivation.

Weld, Wayne, et al. Principios Del Crecimiento De La Iglesia, William Carey Libray, 1975 Paper: $ 3.95.

Wheeley, B. Otto, et al. Church Planning and Management: A Guide for Pastors and Laymen, Dorrance Press, 1975 Hardback: $8.95. A good resource for goal setting, both short and long-term.

CHURCH FINANCE

Harrison, Frederick, Practical Church Financing, Aero-Medical Press 1970. Paper: $ 5.95. On how to get the most done with the least amount of money.

CHURCH FINANCES (CON'T)

Hess, Bartlet L. and Margaret J., How to Have A Giving Church, Abingdon Press, 1974. Paper: $ 295. Heavy emphasis on the development of a Stewardship program for the Local Church.

Hoick, Manfred, Jr., How to Pay Your Pastor More and Balance the Budget Too Religious Publishing House, 1976. Hardback: $6.95. A good guide for planning the budget to meet the Church's needs and provide a living wage for the Pastor.

Knudsen, Raymond, et al., New Models for Financing the Local Church Association Press, 1974. A resource for searching out untapped resources in the community.

Knudsen, Raymond, B., New Models for Creative Giving, Association Press, 1976. Paper: $ 5.95. Gives several alternatives for the development of a strong Stewardship program.

Peterson, Robert E., Handling the Church's Money, Bethany Press, 19(Paper: $ 1.95. Presents possibilities for aqyisition of properties and investments.

Wunder, Horace J. A Guide to Financial Security for Churches , Vantage Press, 1975 Hardback: $ 4.95. Alternatives for investments as sources of income.

CHURCH GROUP WORK-SMALL GROUP DYNAMICS

Barlow, T. (Editor) Small Group Ministry in the Contemporary Church Herald House, 1973. Paper: $ 4.50. An aid for the small group just starting, and to help keep the ministry personal in the larger Churches.

Casteel, John L. Spiritual Renewal Through Personal Groups , Association Press, 1957. Hardback: $ 3.95. The pioneer work for small prayer groups, a useful text for small groups and Covenant families in the larger Churches.

Clemmons, William, et al., Growth Through Groups, Broadman Press, 1974. Hardback: $ 4.95. Using Small Group dynamics as a resource for Church programs.

Glyer, James, Lenten Group Series (c/o L.C.C. Kansas City). Spiritual renewal program for small groups through the Lenten series, with follow-up materials for Covenant families.

Hendrix, John and Lela, Experimental Education: How to Get Your Church Started, Abingdon Press, 1975 Hardback : $ 6.95. For the Small Group, and the larger Church seeking alternative for Christian Education and Spiritual renewal.

CHURCH GROUP WORK-SMALL GROUP DYNAMICS (CON'T)

Kemp, Charles F. Prayer-Based Growth Groups: Using Great Prayers of the Christian Faith for Spiritual Growth and Enrichment Through Discussion. Abington, 1974 Paper: $ 2.95.

Lavin, Ronald J., You Can Grow in a Small Group, C.S.S. Publishers, 1976. Paper: $ 2.95. A good resource for the small groups (i.e. Study Groups and Mission), as well as for parishes or Covenant Families in the larger Churches.

Reid, Clyde, Groups Alive, Church Alive!, Harper and Row, 1969. Hardback: $ 5.95. good resource for small groups, parishes and Covenant Families. Ideas for group projects that keep motivation and interest high.

Rice, Wayne, et al., Right-On Ideas for Youth Groups, Zondervan, 1973. Paper: $ 2.95. Although written for Heterosexual Church Youth' groups, contains some good ideas for youth projects, easily adapted for M.C.C.'s needs.

FEMINISM (RESOURCES FOR COUNSELING AS WELL AS CONSCIOUSNESS-RAISING

Allen, Pamela, Free-Space: A Perspective on the Small Group in Women's Liberation Times Change Press, 1971 Paper: $ 2.co. A good resource to establish support groups for women, as well as an aid to understanding for the pastor or Lay group.

Birkby, Phyllis, et al., Amazon Expedition: A Lesbian Anthology Times Change Press, 1973. Hardback: $ 6.50, Paper: $ 2.25.

Bloom, S.J., et al, The New Assertive Woman , Dell, 1976. Paper: $ 1.75. A good resource for women coming out and becoming whole people.

Burton, Gabrielle, I'm Running Away From Home, But I'm not Allowed To Cross the Street , Know, Inc., 1972 Hardback: $ 4.50; Paper: $1.65. A good resource for counseling the woman coming out of a marriage, or dealing with herself while in a marriage.

Coburn, Karen, et al., The New Assertive Woman Delacorte, 1975. Hardback: $ 7.95. Good resource for women in the process of coming out; support groups, to manage her life, job, buying power in a male-dominated society,

Dworkin, Andrea, Woman, Hating , Dutton Press, 1976. Paper: $3.95. A good text for males to understand the anger of women's consciousness, as well as for women in the process of coming out.

Garskof, Michelle H. (Editor) Roles Women Play: Readings Toward Women's Liberation, Brooks-Cole, 1971 Paper: $4.95. A good referance book for a Church Library.

Graebner, Alan, After Eve: The New Feminism, Venture, Paper: $ 2.95; Study Guide 10¢ An interesting point of view about the course of feminism since Eve; put-downs and put-ons.

Greer, Germaine, The Female Eunich, Bantam, 1972 Paper: $2.25. One of the first books written on the new Feminism; a collectors item.

Hahn, Emily, Once Upon a Pedestal: An Informal History of Women's Liberation, Accurate, and often amusing history of Women's Liberation.

Mander, Anica, et al., Feminism As Therapy. Bookworks 1975 Hardback $5.95, in paperback from Random House $2.45. A good resource book for Church library; for support groups for women.

Morgan, Robin, Sisterhood is Powerful: An Anthology of Writings from the Women's Liberation Movement, Random House, 1970. Hardback $10.00, Paper $2.95. Good reference for Church Library, good resource for women coming out.

Roberts, Joan I. Beyond Intellectual Sexism: A New Woman, A New Reality, McKay, 1976 Hardback: $ 14.95, Paper: $7.95. A good counseling reference for pators, laity, peer counselors..

Wortis, Helen et al, The Woman's Movement: Social and Psychological Perspectives, Halstead Press, 1972. Hardback: $10.00; Paper $3.95. A good counseling resource, as well as a Library text for use by the Congregation.

GAY LIBERATION MOVEMENT

Barnett, Leonard, Homosexuality: Time to Tell the Truth to Young People, Their Families and Friends, Verry Press, 1975. Paper; $5.50. A series of discussions about "Coming Out," and its effect on those around the emerging Gay person.

Boggan, E., et al., The Rights of Gay People Dutton, 1976. Hardback: $8.95; in Paperback from Avon Press, 1975; $ 1.75. A good text to recommend for those coming out, for the families and friends.

Gearhart, Sally, et al., Loving Women--Loving Men: Gay Liberation and the Church. Glide, 1974. Paper: $ 6.95. A good expose' on the emotional lifestyle of Homosexuality. An excellent reference book for all people.

Jay, Karla, et al., After You're Out: Personal Experiences of Gay Men and Lesbian Women, Links Books, 1975, Paper: $5.95. Good resource for those coming out.

Jay, Karla, et al., Out of the Closets: Voices of Gay Liberation, Pyramid Publications, 1974. Paper: $ 1.95. A short history of the Gay Liberation Movement, with emphasis on 1968-1974.

Kelly, George A. The Political Struggle of Active Homosexuals to Gain Social Acceptance. Franciscan Herald, 1975, Paper: $1.75. Not the best historical record of the Gay Movement, but does give the background of Gay Political efforts in the past ten years.

Lauritsen, John, et al., Early Homosexual Rights Movement (1864-1935). Times Change, 1974. Hardback: $6.95; Paper: $2.75. A good history of the early Gay Rights Movement, a good Church library addition.

Wysor, Bettie, The Lesbian Myth: Insights and Conversations, Random House, 1974. Hardback: $ 8.95. A good reference for men; a good library addition.

HOMOSEXUALITY-FICTION, REFERENCE AND HISTORY

Brown, Howard, Familiar Faces, Hidden Lives ; The Story of Homosexua Men in America Harcourt, Brace and World, 1976. Hardback: $ 8.95. An excellent text on the life of Gay Men in America. A worthwhile addition to anyone's Library.

Bullough, Vern. L. et al., An Annotated Bibliography of Homosexualit Garland Publishers, 1975, Hardback. $ 75.00

Clarke, Lige, et al., I Have More Fun With You Than Anybody: A Gay Memoir. St. Martin, 1972. A sensitive book on the sharing relationship between two men; an excellent addition to a personal or Church library.

Duncan, Robert, et al., The Male Muse: Gay Poetry Anthology, Crossing Press, 1973. Paper: $3.95 Hardback: $7.95.

Gerassi, John, Boys of Boise, MacMillan, 1968, Paper: $1.25. Gives background behind one of the biggest witch hunts in American history.

Hamilton, Wallace, Christopher and Gay: A Partisan's View of the Greenwich Village Homosexual Scene , Saturday Review Press, 1973 Hardback: $6.95.

Hoffman, Martin, Gay World: Male Homosexuality and the Social Creation of Evil, Basic Books, 1968, $ 9.50.

Humphreys, Land, Out of the Closets: The Sociology of Homosexual Liberation . Publisher's House, 1972 Paper: $ 2.45. Examines the social impact of the Liberation Movement in America.'

Katz, Jonathan, Gay American History:,Lesbians and Gay Men in U.S.A.; A Documentary Account. T.Y. Crowell, 1976. Hardback: $ 15.00, Paper: $9.95. An in-depth study from the very beginning of settlement to the present; a must for the personal and Church library.

HOMOSEXUALITY (CON'T)

Richmond, Len, et al,.The Gay Liberation Book: Writings by and about Gay Men , Ramparts, 1973. Hardback:$7.95, Paper: $3.95.

Tripp, C.A., Homosexual Matrix , McGraw-Hill, 1976, Hardback: $10.00 Paper: $2.25. An excellent psychological profile of the Gay male in particular. A good reference for counseling.

Weinberg, George, Society and the Healthy Homosexual, Doubleday, 1973. Paper: $ 1.95. Hardback 1972 from St. Martin, $6.95. A classic in the exposure of the healthy Gay person, a good library addition.

Young, Ian, Male Homosexual in Literature: A Bibliography, Scarecrow 1975, $ 9.00.

Damon, Gene, The Lesbian in Literature: A Bibliograpgy McGraw, 1976, Paper $10.00

MEXICAN-AMERICANS CHICANO HISTORY, POLITICS, REFERENCES

Blawis, Patricia B., Tijerina and The Land Grants: Mexican-Americans in Struggle for Their Heritage, International Publishing House, 1971 Hardback: $ 6.95; Paper: $2.65. Good history of the loss of the land grants given to Mexican-Americans, and their struggle to find an ethnic identity.

Boorkman, C.J., Chicano Bibliography, Gordans Press, 1974. Paper: $35.00.

Garcia, Ernest F., et al, Mexican-American Heritage, Fearon, 1972 English paper: $5.60, Spanish paper: $ 4.20.

Garcia, F. (Editor) La Causa Politica: A Chicano Politics Reader Univ. of Notre Dame Press, 1974. Hardback: $ 14.95; Paper: $4.95. Explores the avenues of political manipulation used positively in the Chicano community.

Heller, C.S., Mexican-American Youth: Forgotten Youth at the Cross-roads, Peter Smith Pub., 1976. Hardback: $4.95. A painfully honest evaluation of the plight of Chicano youth in this country.

Hill, et al, Aspects of the Mexican-American Experience: An Original Anthology. Arno Press, 1976 Hardback: $37.00. A remarkable collection of writings encompassing not only the heritage, but the present day struggle for an identity.

Ludwig, E., et al., The Chicanos: Mexican-American Voices , Peter Smith Press. Hardback: $5.00. A collection of contemporary Chicano thought.

MEXICAN-AMERICANS-CHICANO HISTORY POLITICS, RESOURCES (CON'T)

Martinez, Elizabeth, et al., Viva la Raza! The Struggle of the Mexican American People , Doubleday, 1974 $4.95. Examines the emerging politicalization of the Chicano Community.

Montenegro, Marilyn, Chicanos and Mexican-Americans: Ethnic Self-Identification and Attitudinal Differences R&E Research Assn., 1976, Hardback: $ 8.00. Gives good insight into the identification process in the Chicano community.

Poggie, John J. Jr., Between Two Cultures: The Life of an American-Mexican , Univ. of Arizona Press, 1973 Paper: $2.65.

Rosaldo, Renato, Chicano: The Beginnings of Bronze Power, Morrow, 1974. Paper: $4.95.

Trejo, Arnulfa D. (Editor) Bibliografia Chicana: A Guide to Information Sources, Gale, 1973 Hardback: $ 18.00.

Weber, David J. (Editors) Foreigners in Their Native Land: Historical Roots of the Mexican-Americans , Univ. of New Mexico Press, 1973.

RACE DISCRIMINATION

Baughman, E. Earl, Black Americans: A Psychological Analysis, Academic Press, 1971. Insight into the attitudes surrounding Black awareness.

Browne, Robert S. et al., On Black Separatism, Pathway Press, Paper: 60¢. Gives understanding on the purpose of separation as a means of promoting ethnic identification.

Clark, Kenneth, Prejudice and Your Child, 2nd ed., Peter Smith, Hardback: $4.75, Paper: $1.95. An analysis of how prejudice is passed from one generation to the next. A good reference text for counseling.

Heineman, Benjamin W. Politics of the Powerless: A Study of the Campaign Against Racial Discrimination. Oxford U. Press, 1972. Hardback: $ 14.00. An excellent reference for Christian Social Action in the Political sense.

Knowles, Louis, etal., Institutional Racism in America Publishers House, 1969, Hardback: $ 6.95, Paper: $ 2.95. Examines the many ways in which exclusive policies are practised.

Kovel, Joel, White Racism : A Psychohistory, Random House, 1971. Paper: $ 2.45. A hard-hitting expose' of the origins of Racism, and how it's been perpetuated.

Reasons, Charles E. et al., Race, Crime and Justice, Goodyear,1971 Paper: $ 8.95. Examines in depth the double standard in the U.S. as to the practise of law and the penal code for minorities.

CHRISTIAN EDUCATION COMMISSION-RESOURCE BIBLIOGRAPHY

SEX DISCRIMINATION

Blaxall, Martha (Editor) Women and the Workplace: The Implications of Occupational Segregation, U. of Chicago Press, 1976. Hardback: $12.50; Paper: $3.50 A good refernce to understand the many ways in labor that women are put-down.in the labor market.

Miller, Anita, et al, The Equal Rights Amendment: A Bibliographic Study. Greenwood, 1976 Hardback: $ 19.95. Perhaps the best record of the E.R.A.; it's potential liberation for Men as wellas Women.

Madden, Janice J. The Economics of Sex Discrimination, Lexington Books 1973. Hardback: $ 12.50. An in-depth study on the economic boundaries that hold women, as well as men into stereotypical rol

Raming, Ida, The Exclusion of Women From the Priesthood: Divine Law or Sex Discrimination? Scarecrow, 1976 Hardback: $ 11.00
A well written examination of the traditional barring of women from the pulpit.

THEOLOGY

* Brown, Raymond E., et al., Peter in the New Testament, Paulist-Newman 1973. Paper: $2.95.

Caird, John An Introduction to the Philosophy of Religion, Folcroft, 1910. An old text, but one of the bests in print on the subject.

Christian, C.W., Shaping Your Faith: A Guide to a Personal Theology Word Books, 1973 Paper: $ 3.50. A strong witness: that every person is a theologian, and makes his/her own theology.

Cross, James A., A Study of the Holy Spirit, Pathway Press, 1974. Paper: $1.95. An introduction to the study of the Spirit. Fairly evangelical in approach.

Deluck, Robert, God--The Final Frontier, Vantage Press, 1974. Paper: $4.95.

Fox, Douglas, Mystery and Meaning: Personal Logic and the Language of Religion, Westminster Press, 1975. Paper: $4.95. A good lexicon and enclycopedia of religious terms and their meaning. A good library addition.

Gustafson, James M., Theology and Christian Ethics, United Church Press, 1974 Hardback $ 8.95.

Halverson, Marvin, et al., A Handbook of Christian Theology, N.A.L., 1972. Paper: $3.95. A listing of terms, their meanings and uses. A good reference text.

Harkness, Georgia, Does God Care?, Word Books, 1974. Paper: $3.95. An answer to the "God is Dead" theory.

Jennings, Theodore W., Jr., Introduction to Theology: An Invitation to Reflection Upon the Christian Myths , Fortress, 1976. Paper: $5.95.

Land, Philip, Theology Meets Progress: Human Implications of Development, Gregorian Univ. Press, 1971 Paper: $6.50.

Lonning, Par., The Dilemma of Contemporary Theology: Prefigured in Luther, Pascal, Kierkegaard, Nietzsche, Humanities Press, 1962. Hardback: $7.25.

McNiell, John J., The Church and the Homosexual, Sheed, Andrews and McMeel, 1976 Hardback: $ 10.00. Excellent scholarship, touching upon Moral Theology, as well as addressing Scripture, and the implication of the Homosexual as an integral part of society as a whole. Well worth the money; A must for personal and Church libraries.

Pike, Nelson, God and Evil: Readings on the Theological Problem of Evil, Pub;isher's House, 1964. Paper: $ 4.95.

Rahner, Karl, Opportunities for Faith: Elements of a Modern Spiritualit Seabury, 1975. $8.95.

Snow, John H., The Gospel in a Broken World, Pilgram Press,1972.Paper: $8.95.

Teilhard De Chardin, Pierre, Christianity and Evolution, Harcourt, Brace and World, 1974. Paper: $2.95.

Torrance, Thomas F., Theology in Reconciliation , Eerdmans, 1976. Hardback: $9.00.

BIBLIOGRAPHIES AND DIRECTORIES (compiled by Rev. Jim Dykes)

Damon, Gene, et al., The Lesbian in Literature: A Bibliography The Ladder, Box 5025, Washington Sta., Reno, NV.98503, $10.00

Dignity. A Catholic Bibliography on Homosexuality., Dignity-National, 755 Boylston St., Rm.514, Boston, MA 02116 (free).

Gay and Lesbian-Feminist Organizations List , National Gay Task Force, 80 5th Ave., Rm.506, N.Y.C., N.Y. 10011 $15,00.

Gay Bookstores and Mail Order Services, U.S. and Canada , National Gay Student Center, 2115 S. St., N.W., Washington, D.C. 20008, 25¢ prepaid.

Gay Professional Organizations and Caucuses (U.S.), National Gay Task Force, 80 5th Ave., N.Y.C., N.Y. 10011, 25¢.

CHRISTIAN EDUCATION COMMISSION--RESOURCE BIBLIOGRAPHY

Fairchild, Betty "Parents of Gays" Lamba Rising, 1724 20th, NW, Washington, D.C. 20009. $1.00 plus 35¢ P &H. 10 or more copies: 60¢ each plsu 35¢ P & H. Personal inquiries: c/o M.C.C. of the Rockies, P.O. Box 9536, Denver, CO 80209.

"Homosexuality". SIECUS Study Guide # 2 (Revised Ed.), Sex Information & Education Council of the U.S.., 1973. (Behavioral Publications 72 5th Ave., NYC, NY 10011. $1,00 prepaid; $1.75 if billed; quanity discount availe).

Kameny, Franklin E. "Action on the Gay Legal Front", National Gay Task Froce, 1975 (fall) (Nat'l Gay Task Force, 80 5th Ave, NYC, NY 1001 $1.50.)

Martin, Del & Lyon, Phillis , "Lesbian Love and Liberation" Multi-Media Resource Center, 1973, Illus. (Multi-Media Resource Center, 540 Powell St., San Francisco, CA 94108 $ 1.95.)

MOTIVE : "Lesbian Feminist Issue" and "Gay Men's Liberation Issue", National Gay Student Center, 2115 S. St., NW, Washington, D.C. 20008 two separate papers: $1,00 each prepaid; $1.75 if billed.

"Packet of Resolutions and Statements Re: Homosexualtiy" Statements from such agencies as the Amer. Bar Assn., Nat'l Eduaation Assn, Nat'l Council of Churches; Nat'l Federation of Priests Councils, Nat'l Organization for Women, U.S. Civil Service Commission, etc. National Gay Task Force, 80 5th Ave., NYC,NY 10011, $ 2,00 prepaid

Sinddt, David , "Gay Men and Foster Care" Nat'l Conference on Social Welfare, 1974. (NCSW Publications office, 22 W. Gay, Columbus, OH 43215; $ 1.00 for members; $2.00 non-members plus 26¢ postage.

Theological-Pastoral Resource Collection of Catholic-oriented articles, (Dignity National, 755 Boylston St. Boston, MA 02116, $1.00 prepaid

U.S. Civil Services Commission. "Press Release on New Guidelines for Federal Employment" U.S. Civil Service Commission, July, 1973 c/o National Gay Task Force, 80 5th Ave, NYC, NY 10011.

Workforce: Gay Workers Out of the Closet". Gay issue of Workforce, Sept.-Oct. 1974. (Vocations for Social Change, 5951 Canning St., Oakland, CA 94609, 85¢ prepaid, bulk discount availble).

AUDIO-VISUALS

It is recommended that if these films are suggested to non-gay audienc that a knowledgable gay persons be present to answer any questions.

Coming Out by Berkeley Lesbian-Feminist Film Collective, 1974. 16mm film, b-w, sound, 11 mins. Women's Film Coop., 200 N. Main, Northampton, MA 01060, rental $ 15.00. For lesbian feminist audiences. Explores coming to grips with one's lesbian feelings. Generally choppy and awkard, but evocative.

Counseling Parents of Gays by Rev. Paul R. Shanley, 1975. Audio cassette, 45 mins. Ampro Inc, 101 Tremont, Boston, MA -2108. sale: $ 7.95; with Straight Talk About Gays. Fr. Shanley has beer assigned by Cardinal Medeiros of Boston to a ministry to the Gay Bisexual communities. Although directed primarily at gay males, most of the content would be useful for lesbians. Prime listening for parents and clergy/counselors.

Gay Liberation: The Minnesota Way by WCCO-TV and the Univ, of Minnesota 1974. Video-tape, 3/4", cassette, color, 26 mins.. Univ of Minn., Marketing, Audio-Visual Library Services, 3300 University Ave., SE, Minneapolis, MN 55414. Sale: $100.00 Scenes of everyday life of two young gay couples. Emphasis on affection, although it appears self-conscious. Moving sequence when the gay church worker esteemed by young people is rejected for ordination. Includes results of surveys of major employer's policies on hiring gays, plus pro and con letters from viewers of original show.

A Gay View/Male by Laird Sutton, 1974. 16mm film, color,sound, 17 mins Multi-Media Resource Center, 540 Powell, San Francisco, CA 94108 Rental: $40.00; Sale: $210. Three gay men talk about personal identity struggles, coming out, and social conditioning. Visually statix; general effect is low-key. Good for men's consciousness raising.

Home Movie by Jan Oxenburg, 1973. 16mm film, color & b-w, sound, 11 mins. Multi-Media Resource Center, 540 Powell, San Francisco, CA 94108, rental: $35; sale: $200. A lesbian tells of the unfolding of her love for other women. Scenes from her parents home movies s shows her imitating mother's role, cheerleading in High School, today, she and lesbian friends play football and take part in a Gay Pride march.

Homosexuality: Thursday's Child by Naomi Katz, Alan Gelman & Charles Harrison; produced by Audio-Visual Narrative Arts, 1974 2 color filmstrips with sound and guide; total: 36 mins., Audio Visual Narrative Arts, Inc., Box 398, Pleasantville, NY 10570. Sale: $37.50 with phondiscs; $ 41.50 with cassettes. Thursday's child has far to go...in this case, toward social and legal equality. Parts text-bookish and slow. For High School and older.

The Invisible Minority: The Homosexuals in Our Society by Deryck Calderwood & Wasyl Szkodzinsky, 1972, 3 color filmstrips with phonodiscs, approx, 20 mins each. Dept of Education and Social Social Concern, Unitarian Universalist Assn., 23 Beacon St., Boston, MA 02108. Sale" $ 60.00. Though dated in parts, this is a good introduction to gay people, the gay movement, gay issues. Remarkable for the number and diversity of gay individuals

CHRISTIAN EDUCATION COMMISSION--RESOURCE BIBLIOGRAPHY

Lavender by Colleen Monaham & Elaine Jacobs, 1972. 16mm film (also 8mm & videocassette), color, sound, 13 mins., Perennial Education, Inc., 1825 Willow Rd., Box 236, Northfield, Ill 60093. Rental: $17.00; Sale: $170. A glimpse at the life of a young lesbian couple one a seminary student. Too short to show their relationship in depth, but a wholesome and happy portrayal. Sound quality uneven.

Lesbians and Gay Men: A New View produced by CIDCOMED, a division of the Council for Interdisciplinary Communications in Medicine, Ltd., 1974. Audio cassette, 60 mins. Council for Interdisciplinary Communications in Medicine, 230 Park Ave., Rm. 563, NYC, NY 10017 Sale" $5.00, bookstore discount available. Originally taped for doctors, re-edited for a wider audience. A psychiatrist and four gay activists, including physician Howard Brown, discuss what Homosexuality is, the failings of research on it, positive aspects as well as promblems of gay life; older gays, role playing married gays, gay parents, etc. Positive, basic information item, especially useful for non-gays in the healing and helping professions.

On Being Gay. 1973. Audio cassette, 90 mins., Thesis Creative Educational Resources, Box 11724, Pittsburgh, PA, 14228. Sale: $6.98 prepaid, 35¢ extra if billed. Primarily for Church groups. To be heard in 6 lessons. Printed Study Guide with tape has questions for discussions of each part. Interviews with adult and teenage gay people; female and male; and with a lawyer and a minister, as well as a psychiatrist, and a seminary president..

A Position of Faith by Michael Rhodes, 1973. 16mm film, sound, color, 18 mins. Contemporary--McGraw--Hill Films, 1221 Ave. of the Americas, NYC,NY 10020. Rental: $25.00. Sale" $290.00 Rental also at $ 15.00 from Office of Audio-Visuals, United Church of Christ' 600 Grand Ave., Ridgefield, NJ 07657/ Should a gay person be ordained to the ministry? Intended to promote dialogue in local Churches, this film explores the issues arising before the ordination of Rev. William Johnson within the U.C.C. in June 1972. Does not deal with Biblical questions. Slightly anti-ordination in approach.

Sandy and Madeleine's Family by Sherrie Farrell, John Gordan Hill and Peter D. Bruce, 1973. 16mm film, color, sound, 29 mins., Multi-Media Resource Center, 540 Powell St. San Francisco, CA 94108. Rental: $50.00 (for gay groups $40.00). Sale: $300.00 A lesbian couple and their 6 children shown at home. The children's feelings are explored; their voices often hard to make out. The women are deeply religious and maintain close ties with the Church. Interviews with a social worker and a doctor involved with their divorce and custody cases, and with a judge in the court. Interview with Margaret Mead commenting on the nuclear family. Some confusing transitions..

Second Largest Minority and Gay and Proud, by Lilli Vincenz, 1968 & 1970. 16mm films, b-w, sound, 8 mins and 11mins., Lilli Vincenz, 5411 S. 8th Pl., Arlington, VA, 22204, rental by arrangement. Firs ,film shows next-to-last of the formal picketings by gays at Independence Hall each July 4th, 1965-69. While small in numbers and conservative by today's standards, these demonstrations shcoked many people in the 60's. Second film shows first Christopher Street Liberation Day Parade in NYC, commemorating the first time (1969) gay peopl faught back in a police raid on a gay bar. The huge parade and following Gay-In in Central Park reflect the new exuberance of gay pride. Sound uneven, but transcript comes with films.

Some of Your Best Friends by Kenneth Robinson, et al., 1972. 16mm film, color, sound, 40 mins., Univ. of Southern California, Film Distribution Section, Divisions of Cimema, University Park, Los Angeles, CA 90007. Rental 1-3 days, $ 12.00; 4-6 days: $24.00 plus postage-insurance, approx $2.50. Sale: $325. Scenes of gay groups' meetings and of parades and demonstrations by gays, includes a "zap" of a psychiatric meeting on behavior therapy. Reenactment of a police entrapment episode. Interviews with a lesbian and a gay man. California-oriented. Sound in group sessions hard to follow.

Straight Talk About Gays, by Rev. Paul R. Shanley, 1974. Audio cassette 60 mins., Ampro, Inc., 101 Tremont St., Boston, Ma 02108. Sale: $8.95; with Counseling Parents of Gays: $ 15.95. In a conversational manner, Fr. Shanley talks about changing concepts of sin, civil rights for Gays, Bi-sexuality, Homophobia, Gay Clergy, Transvestism and Transsexualism as distinguished from Gayness, etc. Minor inconsistencies on statistics. Overlong examination of alleged causes of homosexuality. Late acknowledgement that he doesn't claim to speak about Lesbians. Limited perspective on on Gay male social scene. Does not delve into Catholic Church's position on morality of same-sex acts but maintains that the real moral question is " not what homosexuals do but what we do to them. Good for non-gay Catholic/Christian audiences, including clergy.

CORRESPONDANCE SCHOOLS

Christian International University, P.O. Box 27398, Phoenix, AZ. 85061 Offers 7 different degree programs, from Associate level to Ph.D. Cost: $20.00 per credit hour. Ask for "Off-Campus Packet" Ecumenical, fairly non-sexist, free of demoninational "dogma."

Moody Bible Institute 820 N. La Salle St. Chicago, Il 60609. Very Fundamental in approach, heavy in "dogma." Does not allow for free expression. Offers many varied courses, cost varies accordingly.

Samaritan Theological Institue , P.O. box 5570, Los Angeles, CA 90055. The Fellowship's own. Offering several correspondance courses, average cost $40.00 per course.

COMMITTEE ON CHURCH HYMNODY

REPORT TO THE GENERAL CONFERENCE ---1977

The Fellowship Hymnal Committee is pleased to report a quiet and low-key---but very successful--year of preliminary work to the Conference. The Committee has just completed "Phase]" of its task, and is about to enter "Phase 2;" the active phase of intensive interaction between the Committee and the local Congregations. The Committee is composed of a nine member Editorial Subcommittee which works on the on-going, day-to-day tasks of the project, and a nine-member Advisory Subcommittee which, beginning this September, works as the Editorials group's liaison to the local Churches and as a Resource body to provide materials from local sources for consideration as hymnal inclusions.

Phase] has included:

1. A basic gathering of already-exisitng materials for consideration.
2. A study of the pros and cons of various formats, stylistic matters and particular needs in Fellowship Hymnody.
3. The Following basic discussions:

    a. The Hymnal will be inclusive in language.
    b. It will be representative of all of the Universal Fellowship in content.
    c. It will include Spanish and French Hymns.
    d. Many hymns will be keyed for guitar accompaniment
    e. All hymns will be harmonized (as opposed to simply having a melody line.)
    f. Materials (verse and music), original to, and originating in the M.C.C. Fellowship will be included
    g. The hymnal will follow the Church Calendar and will include general hymns, choruses, special hymns and service music.

4. Copyright search work and correspondance.

5. Funding (HELP[[])

Phase 2 (beginning this year) will include:

    a. A general questionnaire for people in Music leadership in the local Churches to obtain ideas and input.
    b. A "Polling" of local congregations to determine needs, favorite hymns, etc., by questionnaire.
    c. Sample hymns provided to local Churches for "testing out."
    d. Hopefully, a visit during the year by the Chairperson to one District Conference in each district to conduct a "Forum Discussion" and gain feedback on the local level,
    e. Liaison work with the Committees (Task Forces) on Women, Men and Racism.
    f. The formation of a non-English-speaking Task Force to assist the Committee in making the Hymnal truly representative, in cooperation with the Task Force on Racism.
    g. Copyright search work (continued).
    h. Investigating production needs.
    i. Fund-raising and Promotion

CHURCH HYMNODY REPORT TO THE GENERAL CONFERENCE 1977

The Committee met four times this past year and hopes to meet monthly this year with at least one full plenary session

We hope to have a "Trial" hymnal available to the Churches at this time next year, and the actual hymnal available for the next General Conference.

We thank you all for your great support of our work this year, and for your patience and understanding when communications were slow.

We invite and encourage **all** interested sisters and brothers to write and submit materials, ideas, thoughts and comments to the Committee to aid the progress of this project.

Respectfully submitted in Christ,
(for the Committee)

Reverend Larry Bernier

DEPARTMENT OF CHURCH SERVICES

Report to the General Conference — 1977

The Department of Church Services was organized in January of this year as a co-department (along with the Department of Publications) under the general title of the Universal Fellowship Press. Prior to the department's organization the ordering and shipping of church supplies had been handles more-or-less as an administrative function by the Fellowship Clerk (when in residence at Fellowship Headquarters) or, occassionally, by the Fellowship Secretary.

When the department was organized existing stock and supplies were nearly completely depleted, no inventory of supplies existed, and many items were being ordered by churches from old supply lists for which items the Fellowship no longer had a supply source. Also, the invoicing proceedures for church supplies were very casually kept, and many old bills were long past due. This situation was due to two factors: 1) Being initially a "small" operation, church supplies were never really organized into a departmental structure until the need for such a structure became necessary this year, and 2) The hurried move from the old to the new Fellowship offices last year after conference left what few supplies we had left in a disordered state (packed away in a variety of boxes and cartons). The department was created to try to correct this situation.

During the months from January to March a complete inventory of all supplies was taken and a study was made to determine the need for existing and/or additional supplies. Some items (such as local church I.D. cards for officers, Deacons, Exhorters, etc.) were discontinued in favor of the local church supplying them. Other items, (such as the church reporting form) were redesigned. Some new forms may be needed (or a redesign of existing forms) after General Conference this year due to By-Law changes, etc.

During the months from March to the present, a new ordering system has been developed and much more care has been taken (thanks to Herb Shannon in accounting!) to see that invoices are made and sent and funds for supplies collected. Church supplies order forms have been designed and will be made available to the congregations immediately after General Conference in September. This new ordering proceedure will help correct one of the departments biggest difficulties, that of orders being recieved in a casual manner, some by telephone, some by letter, and some via church report forms. We still plan to take telephone orders, but primarily on an emergency basis when the need is immediate. In all other cases the ordering system (similar to the Publications Department order system) will be used. Since March, limited numbers of supplies have been printed as they were needed and as money for this was made available. The Department, since it was organized after conference last year was not budgeted, and lack of funds has been the greatest problem in efficiently filling orders.

In addition to supplies such as certificates, forms, etc, the Church Services Department works in cooperation with the Publications Department to research, plan and develop pastoral and congregational aids such as the Liturgical Calendar which was sent to all Pastors and Worship Coordinators in March of this year. This calendar project was an effort to provide a guide for congregations which would place in a standard form the best features of the many calendars presently in use throughout the Fellowship, we plan to revise it based on suggestions recieved from our pastors for this coming year. Other projects of this nature are in the research and study stages at present.

Since March the Department has processed some 87 separate orders for local congregations, and with the new ordering system hopes to provide more efficient and timely service to all congregations during the coming year. Your patience with the department during its early months of organization is deeply appreciated, and your ideas, thoughts, suggestions and constructive criticisms are most welcome and will be carefully considered.

Respectfully submitted,

Larry Bernier

Rev. Larry Bernier, Director

were discontinued

THE UNIVERSAL FELLOWSHIP
OF METROPOLITAN COMMUNITY CHURCHES
Department of Publications – Rev. Richard R. Mickley, Director

INTERNATIONAL HEADQUARTERS
318 West Ninth Street
Los Angeles, California

MAILING ADDRESS
Post Office Box 5570
Los Angeles, California 90055

REPORT TO GENERAL CONFERENCE 1977

GENERAL CONFERENCE VIII
International Conference
Cosmopolitan Hotel
Denver, Colorado

MAILING ADDRESS
General Conference Bookstore
1400 Lafayette Street
Denver, Colorado 80218

THE UNIVERSAL FELLOWSHIP PRESS

At its January 1977 meeting, the Board of Elders approved a proposal for the organization of the UNIVERSAL FELLOWSHIP PRESS as an arm of the Board of Elders which would provide for publications and church services within the Fellowship.

THE UNIVERSAL FELLOWSHIP PRESS is composed of two Departments: The Department of Publications and the Department of Church Services, coordinated by a five member Board of Directors which meets at least monthly. Each Departmentis headed by a Director (Rev. Richard Mickley in Publications and REv. Laurence Bernier in Church Services) who is also a member of the board. The other three members of the board are Rev. Perry, Rev. Sandmire, and Francis Joachim, Lay Administrator and chairperson of the board.

THE DEPARTMENT OF PUBLICATIONS

The work of the Department of Publications, in general, this past year fell into the following nine main categories:

1. Developing a Publishing House
2. Promotion
3. Planning
4. Publishing
5. Office Management
6. IN UNITY
7. Shipping
8. Sales
9. General Conference Bookstore

This is primarily a personal report, but I do not want to minimize or in any way allow to go forgotten the tremendous contribution of the Rev. Larry Bernier in the areas of graphic design and artistic layout. Without this kind of talent for its icing, our cake would have been drab and unappealing because people do indeed "judge a book by its cover."

1. DEVELOPING A VIABLE PUBLISHING HOUSE

Strong and decisive steps to develop a viable Publishing House for this Fellowship (denomination) have been a major thrust of the work of this Department this year, I proposed an organizational plan, later approved by the Elders, establishing a board of directors for the Publishing House (The Universal Fellowship Press) and a Standard Operating Procedure (SOP) for its functioning. The idea of entering into a "functioning partnership" with David Stryker of Boston, owner of Xanadu Graphics, was approved. This would give UFP full in-house graphic and printing capacity with the whole operation housed in the Fellowship Headquarters suite. We conferred with Mr. Stryker extensively; he made two trips to Los Angeles at his expense. I conferred with the building management regarding the instal-

books, pamphlets, and tracts and making them available. Along with this goes the background work of reading, editing, and preparing manuscripts for publication.

For example, a major production of this year has been *Gay LIfestyles* by Dr. Norman Pittenger, our first hard-bound book, released August 1, 1977 in both hard and soft bound editions. I was approached by Dr. Louie Crew, founder of Integrity, last fall about the possibility of publishing the book by the world famous author. I began an exchange of correspondence with Dr. Pittenger. I received and read the manuscript and made copies for other readers as required by the SOP. The readers recommended publication and the board approved. I edited the book, wrote the sub-titles, and met with Dr. Pittenger in Denver in March to go over the manuscript. He approved and gave all rights and profits to the Universal Fellowship. Then the manuscript went to Xanadu Graphics for typsetting, back to us for proof-reading, and back for corrections and final galleys; then to Larry Bernier for layout, art and photo production, while I made arrangements for printing and binding, soft and hard cover editions, type of paper, wrote biography of author, planned color work with Larry, planned cover design and gold stamping for hardbound, plannied dust jacket, got reviews. prepared promotional pieces, looked into arran gements for financing, determined sale price after knowing cost, made arrangements for delivery, etc.

Much of the same procedure went into the production of the second book by MArcia Lee Geyer, and several pamphlets and tracts, except that we have done all our own typsetting for all our publications except the Pittenger book. In most cases there were lengthy consultations with the authors.

Some of the publications were:

GAY LIFESTYLES, Norman Pittenger
HUMAN RIGHTS OR HOMOPHOBIA? Marcia Lee Geyer
HOMOSEXUALS AND THE BIBLE, Norman Pittenger
HOMOSEXUALITY IN THE LIGHT OF BIBLICAL LANGUAGE AND CULTURE, Robert Arthur
GAY THEOLOGICAL PERSPECTIVES, Maury Johnston
ALL ARE ONE IN CHRIST JESUS, James Sandmire
GOD HAS SPOKEN, Troy D. Perry
AN OPEN LETTER TO ANITA BRYANT, John H. Hose
THE UNIVERSAL FELLOWSHIP TODAY (Richard Mickley, printed anonymously)
HOMOSEXUALITY: What the Bible Does...Does Not Say, (This popular tract is several years old. We did not advertize or promote it, but when orders kept coming in by the hundreds, I edited it and put out a new full color edition, now available.)

In the meantime I obtained Library of Congress card catalog numbers for *Christian Sexuality* (published last year), and for *Gay Lifestyles* and *Human Rights or Homophobia?* (prior to publication).

I was asked to write a chapter for *Gay Source* and an article for the Greenwood Encyclopedia. The latter became a UFP leaflet: THE UNIVERSAL FELLOWSHIP TODAY. With the collaboration of STI students working on a Christian Education Course assignment, I wrote the Study Guide for the Pittenger pamphlet.

Finally, with a great deal of help from the Rev. Frank Crouch, a Manuscript Catalog was prepared. I had sent a letter to all authors whose manu scripts (theses, etc.) were in the Fellowship archives at that time, asking their authorization for listing in the catalog and distribution. Rev. Crouch read the manuscripts and wrote a short review of each. The first edition is now available, with hopes that a soon coming second editon will include many many more articles and "paper" which will be called to our attention. By using this method, many excellent writings of MCC members and others can be made available without great capital investment. As time goes on, the items most in demand could be published in typset editions.

The experiment was begun with Rev. Stan Harris' thesis: Pastor's Guide. Hundreds of copies were ordered and the method, though inconvenient, seemed to work: copies are made after orders are received which requires multiple trips to copier and binder. But we think it is worth to make these writings available.

5. OFFICE MANAGEMENT

The year began with a move into new and more spacious offices, indeed a blessing, but the year ended without money to obtain needed file cabinets and other basic office.equipement.

Correspondence always piled up during periods of concentrated attention to meet publishing deadlines. Without clerical help, it meant typing evertyhting oneself. There was daily mail, sorting material for IN UNITY, inquiries about publications, requests for photos, requests for displays at conventions, going after ribbons and supplies, going to printers and post office, going for art supplies and graphics materials, going for paper, etc,, answering phones, filling orders, serving walk-in customers, making reports, processing subscriptions, etc.

lation of heavy equipment, arranged for an attorney to work on the legal contract. Installation is planned for the fall of 1977, pending final approval of details by the Elders.

The other phases of developing our own Publishing House, as other denominations have found indispensable, are implicit in the following sections of this report.

My rationale for the main thrust of our content emphasis at this time in the history of this Fellowship is developed in full in an Editorial in the August 1977 IN UNITY.

2. PROMOTION

Early in the year a catalog of our publications was developed. As time went on, other promotional pieces were developed. Bulk mailings were made and pieces were inserted in many articles of correspondence going out of the Fellowship offices. Bulk mailings were made:

—to all MCC congregations
—several hundred on the Fellowship Mailing list
—all Dignity and Integrity and Caucus chapters
—hundreds of addresses from the Gay Yellow Pages
—and a mailing is currently being prepared (labels being made) to 2000 libraries in the United States.

An attempt was made to keep publishers of bibliographies and anthologies, such as Barbara Gittings, Gay Yellow Pages, Gay Source, Tom Horner, etc., informed of our growth as a Publishing House, sent them samples and got our Press and its Publications listed. Bookstores and distributors around the country were contacted and all of this is beginning to pay off in sales and distribution. We have begun inquiries with such national distributors as Cokesbury and Pickwick and will continue this with samples of the Pittenger and Geyer books.

A reciprocal arrangement was set up with Dignity International to advertise and distribute each other's publications (books). A favorable review of *Christian Sexuality* in Dignity International's Newsletter brought in orders from all around the country.

I see promotion and distribution as one of the chief problem areas since we do not have the resources of larger publishers and the capability of, say, putting an author like Dr. Pittenger on a promotional tour with media appearances, etc., or even spending the money on catchy advertizing pieces, newspaper displays, etc.

Advertizing is planned for the Pittenger book in some national and regional newspapers. That same advertizing is calculated to expose more and more people nationwide to the existence of the Universal Fellowship Press. Other promotional plans have been formulated and approved by the Board of Directors. A sample of the Pittenger pamphlet was sent to several hundred addresses with a promotional piece for the book.

Frequently now we are getting orders and inquiries from people who have never heard of the Universal Fellowship of MCC, but who have heard of the Universal Fellowship Press and its publications. This includes many many libraries.

3. PLANNING

Along with promotion, we see long range planning as very important, especially in this business. Sometimes we get so lost in the trees that we hardly know what forest we are in.

We stop and brain storm at UFP board meetings. We try to think ahead. I have frequent conferences with Elders Perry and Sandmire and with my associate, Rev. Bernier. We do have a vision of a flouirishing Publishing House — as God gives the increase.

Attorney s are working now to get the rights to Troy's book and Tom Swicegood'S book back in the hands of the authors so that they can be re-published by the UFP. The demand for these is great.

As our promotion and distribution become more and more effective, it makes the Universal Fellowship Press more and more viable as an instrument toward fulfilling the mission of the church.

4. PUBLISHING BOOKS, PAMPHLETS, TRACTS

One of the major "pay off" or "up front" works of the Department has been actually producing

During the year I interviewed eight persons for the government funded CETA program and selected, in succession, two to help us in the shipping department. We attempted to train these persons to handle the bulk of the mailing work. This, of course, required extensive supervision, and was not always successful.

Maintaining the mailing list and processing subscriptions I handled personally. The subscriptions increased even though that is a miracle during a period of irregular publication. Libraries around the country continue to hear about and subscribe to IN UNITY-THE GAY CHRISTIAN.

Our daily devotions in the Fellowship Chapel and the Wednesday Communion were a time of spiritual refreshment and staff meetings were helpful for communication, planning, and morale.

6. IN UNITY

IN UNITY was published in April, June, and August. The lack of capital for this work of the Fellowship is explained in the Administrative Report.

Planning, selecting, soliciting materials and photos, interviewing for stories, writing, typing, editing, arranging for review copies of new books, writing and assigning book reviews, arranging for typsetting, printing, etc., are some of the phases of the work.

There were occasional conferences with Rev. Jay Deacon, editor of the The Gay Christian, regarding the Gay Christian and there was a constant hope of having a really balanced, appealing Fellowship journal which the combination provides.

I appreciate the fact that many ministers and others remembered to send releases, stories, photos to IN UNITY. We sincerely want to publish the news and testimonies of all our people and congregations, but we don't have the resources to go after them.

IN UNITY-THE GAY CHRISTIAN is being indexed now by the Rev. Frank Crouch and the Index of Volumes VI and VII will appear in the next issue of IN UNITY. We are still lacking a few issues of IN UNITY and of the GAY CHRISTIAN from before 1975, but are very appreciative of those who have sent copies for the archives. The next step is an index of both magazines back to the beginning.

8. SALES

Sales of UFP materials were good throughout the year as various catalogs and bibliographies began to refer to our publications. More than a 1000 copies of CHRISTIAN SEXUALITY were sold as many of the churches (San Francisco and other) used the book and its study guide for Christian Education programs. (The South Atlantic District plans a district wide Christian Education program using the book and flying the author in for a workshop in Atlanta in November.) Sales were good following favorable reviews in Newswest, Integrity, Dignity, Evnagelicals Converned, Lutherans Concerned, and other regional newspapers.

Several printings of several hundred each of the Pittenger pamphlet and the Bob Arthur pamphlet kept us constantly running to the printer (lacking the capital for larger printings) and still couldn't keep them in stock.

We expect orders to pick up next year on the coattails of the Pittenger book promotion and distribution program.

9. THE GENERAL CONFERENCE BOOKSTORE

Desiring to make the General Conference Bookstore an exciting place for all ministers and delegates and a one-stop shopping place for local bookstore (MCC) managers, early in the year I wrote several dozen publishers asking for catalogs. Two months before General Conference I studied these and with volunteer help got out orders for a significant bookstore display at Denver, negotiating with Publishers and distributors for terms acceptable to us.

I prepared a Standard Operating Procedure (SOP) for the Bookstore and conferred with accountant Herb Shannon regarding collaboration with that department in handling bookstore receipts.

It is hoped that the UFP will be able to distribute other publishers' significant books along with UFP books from UF general headquarters after General Conference for the help of local bookstores.

(Both the DIGNITY AND INTEGRITY Conventions this year will carry all UFP books.)

CONCLUSION

I praise God and thank you for the opportunity I have had to serve the Lord in this work in this Fellowship.

Rev. Richard R. Mickley

Rev. Richard R. Mickley, Director

BOARD OF CAMPUS MINISTRY

Suite 210, 110 Maryland Avenue, N.E.
Washington, D.C. 20002

Robert M. Berry, Director

REPORT TO THE EIGHTH GENERAL CONFERENCE - 1977

In his report to the Seventh General Conference, my predecessor, Rev. Michael England, stated

> 1976-1977 will focus on developing new ministries and leadership, continuing to develop patterns of organization and outreach, locating existing literature and writing new literature to facilitate efforts, and continuing to build relationships on an ecumenical level with others in the field of campus ministry . . .

It is now "report card" time as you evaluate the work of the Board of Campus Ministry (BCM) . . . its past, present and future.

At the time of appointment by the Board of Elders, after Mike's resignation, I concurred with the above statement; however, I requested a major change in the emphasis of the Board's work be granted. I explained at that time, and I tell you now, that the Board of Campus Ministry is not -- and should not be -- in competition with your churches. That is should enhance your existing religious programs; it should be a ministry to the campus and not, necessarily, be on the campus (there are over 4,500 campuses and only a few over 125 MCC churches). Therefore, I suggested the major thrust of the BCM program should reach out and touch our students and faculty who are in the closet, as we try to become friends and celebrate life with them who are lonely, hurting, persecuted and/or ridiculed. The request was granted.

The first thing that was done was to establish a mission statement, goals and objectives for academic year 1977-1978, which became the target date for the implementation of the Board's programs.

Mission Statement

UFMCC campus ministry is the Christian presence and witness of the church universal to all the people involved in and with the secular and religious institutions of post-secondary education. The target group for this ministry includes both resident and commuter undergraduate and graduate students, faculty, administration and staff who are gay, and/or belong to other minorities. This ministry constantly addresses the institution of post-secondary education as

an institution in terms of its value commitments and influence on people. UFMCC campus ministry is an inter-section where the church universal meets the gay and academic communities bringing forth love, redemption and salvation.

Goals

1. To raise consciousness within higher education concerning the issue of gay human rights in our society and to develop programs responsive to this issue.

2. To provide a channel both for UFMCC campus ministry to witness to God's presence on the campus, especially to our closeted brothers and sisters, and for the campus community to express its experiences to UFMCC.

3. To interpret and communicate the mission of UFMCC campus ministry to the homosexual student and faculty member, the whole student body, and the community at large.

4. To develop a faith community supportive of living the gay-Christian life in the university environment.

5. To provide literature, programs (and where the campus is near an existing MCC, personnel and facilities) for human and spiritual growth for gay individuals in the total campus community.

Objectives

1. Establish and maintain a UFMCC Speakers Bureau to provide qualified and interesting speakers to institutions of higher learning.

2. Formulate, implement, and coordinate the major BCM program, "OPERATION: ONE MILLION."

3. Identify "our" students, faculty, administration and staff and bring God's message of <u>love</u> -- and that it is O.K. to be gay -- to them.

4. Train our UFMCC national, district and local leadership in campus ministry techniques.

5. Establish and maintain ongoing programs at the MCC-district, local church, and local campus levels.

6. Communicate! Communicate! Communicate!

Planning

As you will recall, President Jimmy Carter <u>privately</u> started his

drive for the Presidency three and one-half years before the public kickoff of the campaign on Labor Day, 1976. Since my assumption of the directorship, the Board of Campus Ministry, like Jimmy Carter, has quietly and steadily been preparing for the first week of the new academic year (September) when UFMCC will publicly unveil its program for 1977-1978: "OPERATION: ONE MILLION." This Fall, over 11 million men and women will be enrolled at the 4,219 colleges and universities in the United States and 350 in Canada. Using the conservative formula developed in 1948 by Dr. Alfred C. Kinsey, we can see that over one million students are gay or are wrestling with a sexual identity crisis. The majority are in the closet. The goal of our program, "OPERATION: ONE MILLION" is to reach them, touch them, and let them know their Creator loves them -- just as they are! It's that simple.

The Specifics

1. NICM MEMBERSHIP. The Fellowship, earlier this year, became a member of the National Institute for Campus Ministries. The Institute has assisted me in gaining greater depth about the mission of campus ministry and the possibilities available for extending that mission throughout all the countries served by UFMCC. NICM provides continuing education programs, consultations, publications and research, plus, national and regional staff are available to assist our Board of Campus Ministry. For the second year in a row, NICM has had a Fellowship representative participating in its Summer Institute where one hundred college and university chaplains have gathered to develop and write specific plans for their ministry in the coming year, of course, reflecting the particular theologies, skills and settings of the writers.

2. NACUC MEMBERSHIP. The director, BCM, is exploring membership opportunities for the Fellowship in this professional organization, the National Association of College and University Chaplains.

3. PROJECT IDENTIFICATION. Thanks to the cooperation received from The National Council on Higher Education, The National Student Association, The National Education Association, The National Gay Student Center, The College Press Service, and The National Institute for Campus Ministries, the Fellowship has names of over 17,000 campus chaplains, educators, administrators, directors of student activities, counselors, campus newspaper editors, and leaders of gay-oriented groups who will receive one of four types of BCM letters during the first week of September (bulk rate mail) requesting their assistance with our program to reach the one million members of our community on the 4,500 campuses in North America. Copies of these letters are attached.

4. UFMCC/BCM SPEAKERS BUREAU. The Speakers Bureau will be established the first week of September in the Washington, D.C. Fellowship Office in order to enhance the quality of campus awareness programs and to serve as a central scheduling location for UFMCC speakers at campuses throughout North America. EACH OF YOU is cordially invited to become part of this program by becoming available for speaking engagements on local campuses during the academic year 1977-78. The BCM Speakers Bureau will print and distribute biographical

sketches of the speaker, and will arrange for and build the necessary media awareness to turn each speech into a major Christian public relations event on the campus, and in the community at large. A letter will be sent to each campus Director of Student Activities during the first week of September offering our lecture services. I have also been exploring possible Fellowship membership opportunities with the leadership of the National Entertainment and Campus Activities Association, who would then handle many of the details for us at 900 of the largest institutions in North America. (Cost for this service would be $150. annually.) If you are interested in having your name added as a speaker resource, please complete the BCM Speakers Bureau Biographical Sketch, which is attached, and return it to me, either in person, or by mail. Remember, we can inform our audiences; we have a meaningful message; and, we can motivate them to action.

5. "OPERATION: ONE MILLION." The major thrust of the BCM program will be to identify as many of our closeted sisters and brothers as possible and to provide resource assistance to them. As stated before, our goal is to reach them, touch them, and let them know their Creator loves them -- just as they are. To identify them and to let them know of our program, firstly, the media will be used (see sample letter to the editor) by submitting a reproduction proof to the campus newspaper (graphic currently being made) and having it run as a public service; also, a press release announcing "OPERATION: ONE MILLION" and your actions taken in this General Conference in approving this program, will accompany the "repro proof." Secondly, a poster has been developed that is 11" x 17" on 67# Bristol stock (sample reduced and reproduced for this report). This poster will be literally flooded on every campus in the first week of September and distributed through our network of 17,000 campus contacts. A mailing list firm will handle the letters and poster distribution. The first run is 200,000 posters; the graphics are completed.

   As you can see by observing the poster reproduction the closeted gay can either write or telephone for any of the eight leaflets listed. Once contact is made, I will turn them over to you for follow-up counseling, information dissemination, etc. If there is no MCC in the locality, I will rely on "friendly" campus ministers of other denominations and campus counselors, if this referral service is requested.

   The BCM Campus Brochure Series (graphics are currently being produced) includes nine two-page leaflets printed back-to-back on a single sheet of paper. The titles are:

   a. *"Guidelines For A Ministry To The Gay Student," by Rev. Rhea Miller. This lists the problems of the gay student and suggested pastoral approaches. This will go to a selected list of 5,000 campus ministers and counselors.*

   b. *"Christian Sexuality," by Rev. Richard Mickley and edited by Ms. Kerry Brown. It is a review of the major thrust of Dick's book.*

   c. *"What! ME Gay?," by BCM Director Bob Berry. This leaflet busts the stereotypes and points out what it means to be gay.*

[illegible] by Rev. Adam Belanger. Should you tell your best friend? family? room-mate? Adam suggests approaches [illegible]

e. "I'm Not Afraid Anymore," by Rev. Rockhart Williams. Marshall lays it on the line! Life is positive and full of opportunities for the Christian gay.

f. "Great Gays in History," by Rev. Marshall Williams. Starting with Alexander the Great, Marshall brings us briefly through to the late popular UN Secretary-General Dag Hammerskjold.

g. "The Lord Is My Shepherd... And Knows I'm Gay," by Rev. Troy D. Perry and edited by Bob Berry. A brief review of Troy's book and what the Bible says about Homosexuality. Refers the readers to the new publications by Rev. Mike England and the Rev. Dr. Norman Pittenger.

h. "Gay Lifestyles," by Rev. Mr. Norman Pittenger and edited by Bob Berry. A book review of this new book which is a reconciliation of homosexuality and Christianity. It refers the reader to this newly published (by UFMCC) book.

i. "MCC: The Fellowship Today," by Rev. Richard Mickley. This is a leaflet about the mission, theology, ministry, and workings of MCC, with a touch of history.

My brothers and sisters in Christ. This is the Board of Campus Ministry's suggested program for the ensuing year, which on behalf of the Board, I offer to you for your approval.

As you can see, we have dreams -- expensive dreams. However, these dreams, with your approval and assistance can become reality. We can reach one million students and faculty this academic year!

Respectfully submitted,

Bob Berry

Robert M. Berry

Biographical Sketch of....

ROBERT M. BERRY

Bob Berry is director of the Board of Campus Ministry, Universal Fellowship of Metropolitan Community Churches, located in Washington, D.C. His responsibility includes the formulation, implementation and coordination of UFMCC's 1977-78 campus ministries program. "OPERATION: ONE MILLION," which will bring God's message of love, and that it is O.K. to be gay, to the over one million closeted gay students (and faculty) enrolled in colleges and universities throughout the 4,500 campuses in Canada and the United States.

Bob joined MCC-DC in 1974 and served on its Board of Directors in 1975-76, before receiving appointment to his present position by the Board of Elders earlier this year.

He is presently pursuing two concurrent graduate degree programs at Georgetown University (MLS: Strategic World Problems) and Wesley Theological Seminary (Master of Theological Studies).

During Bob's career in public service, he served as an assistant to a Congressman, U.S. Senator, Governor, and two Presidents and Vice Presidents of the United States, before becoming a career executive in the Federal government.

The past year has been a very busy and very exciting one in the Washington office of the Fellowship. Social Action Director Adam DeBaugh has been kept busy coordinating chairpersons for Christian Social Action in many of the congregations throughout the Fellowship, providing information, resources, advice and materials to help local initiatives. A number of congregations still haven't named a chair for Christian Social Action, unfortunately, and it would be very useful if they did in order to help coordinate their work with the work of the Washington office.

DeBaugh spent a good deal of time traveling and toured the country in October and November as well as a major tour of the Mid-Central District in May and June. So far, DeBaugh has visited 43 MCC congregations in the time since the Washington office was opened in October, 1975.

The task of educating the U.S. Congress takes up a great deal of time. DeBaugh has been in direct contact with the offices of 77 Members of Congress and many U.S. Senators. A number of special packets of material were prepared for Congresspersons, providing information about the issue of human rights and sexual orientation. The Washington office prepared up-dated Congressional files after the November, 1976, election and continues to coordinate the Congressional file system, which is being used by other gay organizations. The letter-writing campaign to Congress has picked up steam and is continuing with much success. More and more people are writing their Congresspeople and sending copies to our office for the files.

The Washington office also prepared lists of Members of Congress by their religious affiliations and provided these lists to different religious gay caucuses and organizations. A number of religious gay groups, notably Dignity and Integrity, sent letters to all Members of Congress who are members of their respective denominations urging their support for gay civil rights legislation.

DeBaugh was a member of the interim board of directors of the Gay Rights National Lobby, Inc., and helped to set up the new organization. DeBaugh was elected, as was the Rev. Elder James Sandmire, to the full Board of Directors of GRNL, and the Washington office has rented space to GRNL. DeBaugh served from December, 1976, until May, 1977, as a part-time office manager for GRNL until a full-time person was hired in mid-May. We continue to cooperate very closely with GRNL and with other national gay and civil rights organizations.

There has been a great deal of counselling done in the Washington office as well, as closeted gay Congressional staff people call us for advice and help.

In the area of cooperation with other gay religious organizations, Adam DeBaugh will be speaking at both the Integrity and Dignity national conferences this year and has addressed a number of local chapters of different religious gay organizations.

All religious gay organizations received copies of the list of Members of Congress who are members of their respective religions. DeBaugh is assisting the Christian Church (Disciples of Christ) in the preparation of the report of their Human Sexuality Task Force, and he provided testimony for the consideration of the Executive Board of the Friends Committee on National Legislation (Quakers). We enjoy warm and close relations with many people in Dignity, both on the national and local levels. The Washington, D.C., chapter of Dignity contributed over $400 to the work of the Washington office as a result of DeBaugh's talk there last spring.

Integrity has officially named Adam DeBaugh to be its spokesperson in Washington and is providing a very modest amount of money to help our work. While the amount of financial support is small ($100), it is an important contribution because of the significance of the continuing ecumenical ministry going forward in Washington.

Working in the area of ecumenical cooperation, Church Relations Director Roy Birchard participated regularly as UFMCC representative to the Washington Interreligious Staff Council in its bimonthly meetings and in a weekly Tuesday morning Bible study organized among WISC members. In August, he met in Boston to plan cooperative endeavors with the officers of Dignity and the staff of Washington's Catholic Quixote Center working in the area of gay rights. Later in the year, he represented UFMCC at the East Coast Consultation on Sexuality of the United Church of Christ, the International Gay Jewish Convention, and an "alternate lifestyles" conference hosted by the American Baptist Churches. Throughout the year, he worked with officers of Integrity, Dignity, Evangelicals Concerned, the American Baptist Gay Caucus, Lutherans Concerned for Gay People, and the United Church of Christ Gay Caucus — assisting the latter two groups during their denominational conventions which were held in Washington.

With Elder Sandmire, he met in New York with staff of the National and World Councils of Churches, and the Joint Strategy and Action Committee about viable ways for UFMCC to continue developing relationships. In addition to attending ministers' and district conferences and two weekend programs at MCC New York, Birchard represented the Washington field office at a Tidewater Area Gay Conference in Norfolk, Va., and a benefit for MCC Philadelphia, Pa., worked with the Gay Activists Alliances of New York and New Jersey in planning a Supreme Court demonstration, and with the Rev. Michael Nordstrom who represented UFMCC at the President's Conference on Handicapped

Individuals in Washington. Birchard also prepared a packet of statements by religious denominations on the gay question which was used by Rev. Perry in his White House meeting. (This packet is available for $2.00 and is periodically updated.)

During the first six months of 1977, Birchard also served as interim pastor of MCC Washington, D.C., and this task consumed the greater part of his energies. He was able, however, through this connection to arrange a reception at the Hill office for Elder Freda Smith and the Rev. Ken Martin during MCC DC's Spiritual Renewal which was well attended by WISC staff persons and Congressional staff, and to arrange a memorable preaching engagement at MCC DC by Mrs. Cynthia Wedel, one of the six presidents of the World Council of Churches.

The Washington office hosted the American Psychological Association gay caucus during its Supreme Court demonstration, arranged for the GRNL board meeting in December in Washington, and welcomed Rev. Elder Troy Perry to Washington for the Inauguration of President Jimmy Carter.

The Washington office also assisted the National Gay Task Force in the preparations for their very successful meeting at the White House. Troy Perry was one of the participants in that meeting, and the press conference following it was held in UFMCC's Washington office.

Finally, staff deal on a daily basis with many letters and telephone inquiries and individual visitors to the office. The Washington office is a busy place!

Respectfully submitted,

R. Adam DeBaugh, Social Action Director

The Rev. Roy Birchard, Church Relations Director

At the March, 1977 meeting of the Board of Elders, approval was given for the formation of the Committee on Lay Concerns of the UFMCC.

This Committee is being formed specifically to enhance the flow of information between the laity of the Fellowship and the Board of Elders and met with the Elders on Wednesday morning, August 3 at 10 AM.

In order to establish the committee as compactly and quickly as possible it was requested that each District and World Church Extension area elect a member and an alternate member to the Committee. It was further requested that these persons be elected by Lay Delegates only. A number of Districts have responded with the names of their delegates, although several remain to be heard from. It was hoped that all delegates, alternates and interested laity would attend our organizational meeting at Denver.

A meeting of the Committee on Lay Concerns was held at 10AM Wednesday, August 3, attended by delegates from nine Districts. Unfortunately our members from Australia were unable to be represented. Additionally, a number of interested laity and several Alternate Delegates attended and were given a strong voice in the proceedings.

As a result of this meeting the Committee has directed itself to attaining the following goals during its first period of operations:

1. The Committee on Lay Concerns requests that it be included as part of the Fellowship Committee on Standard Operating Procedures which is now an entirely Clerical body. (Ref. p. 16, Elders White Paper.)

2. The individual members of the Committee will work through their District Coordinators and the Pastors/Boards of all churches within their district to obtain representation from each group on a District Committee.

3. The members of the Committee will be in frequent communication with each other and with the Chairperson. It is contemplated that a minimum a report of concerns will be submitted to the Chair person every three months by each Delegate and that this information will be circulated to all members, alternates, members of the Board of Elders, and the Chairperson of Government Structures and Systems , within thirty days of the third month.

4. In the interests of maintaining the flow of information both to and from the Board of Elders and the Committee on Lay Concerns, we request that each Liason Elder allocate not less than one-half hour of time to the Committee during any District Conference visit to her/his Liason District.

Together with other Commisions, Committees and Boards of this Fellowship, the Committee on Lay Concerns is itself concerned with being able to share and exchange views and ideas personally now that the General Conference has moved that we go to bienniel General Conferences. Given the financial realities

of the Fellowhip, we have decided that if at all possible the Delegates will have a meeting during August or September, 1978, and that we will explore District/Church and personal funding possibilities toward this goal.

During our discussions we focused on two areas that will be addressed immediately since they appear to be of concern to a number of laity in various Districts:

A. The wide variences in Deacon/Exhorter training between churches in the Fellowship.

B. The flow of information (or lack of it) between Clergy and congregations and Boards and congregations--in both directions.

We anticipate a period of genuine learning and growth for everyone over the next two years and are excited about the future role of the Laity in the Universal Fellowhip.

Respectfully Submitted

The Committee on Lay Concerns

MINISTERIAL CREDENTIALS AND AFFAIRS COMMITTEE - 1977

Your Ministerial Credentials and Affairs Committee was reorganized by the Board of Elders this year to provide for a more effective credentialling process and to allow for division into subcommittees to study the areas of concern for the Clergy and the whole question of standard for learning. The reports of these two sub-committees are appended to this report. Their work this year has been primarily directed toward organization and definition of the tasks confronting them, with a recognition of the size and importance of the problems.

In its credentialling function the Committee divided into three interviewing teams to see applicants whose papers indicated one or more questions as to local church or district approval or for whom specific problems were raised by participants in the recommendation process. In a number of situations applicants were seen and out of concern for the individual not so much as a challenge to credentials.

The majority of applicants for licensing or relicensing were granted credentials by consent on the basis of material submitted.

As a result of the credentialling process at the General Conference the body of clergy is now made up of 59 ordained ministers and 94 licensed ministers. In the ordained group four ministers are on leave of absence. One minister has returned to floor privilege.

In its general resolution the Committee decided:

1. To adopt stand-by guide lines for proceeding in the event of formal charges against a minister.

2. To utilize the time made available by the three term system in the "concerns" aspect of the Committee"s work.

3. To deplore the over-politicying of reaction to Committee decisions by friends and colleagues of applicants particularly when established routes of appeal still exist. The Committee firmly believes that the emotional content of these politicying efforts are detrimental to the best interests of the candidate who faces a real need to re-examine themselvesin relation to the preparation process for initial licensing or ordination or to the on-going process for re-licensing which leads untimately to ordination. It is found detrimental to the health of the Fellowship.

4. To request of the Board of Elders the appointment of an additional member of the Committee. This extension will permit the acquisition of three interviewing teams leaving the Chairperson free to unpartially chair the hearings conducted by the full Committee or referral from Teams and to allow the Chairperson to do a more adequate job of the Administrative paper work.

5. To communicate to the Board of Elders our appreciation for their cooperation and support both before and during General Conference.

Respectfully Submitted,

The Reverend Robert S. Wolfe, Chairperson for the Committee

REPORT TO GENERAL CONFERENCE FROM THE PASTORAL CONCERNS SUB-COMMITTEE OF THE MINISTERIAL CREDENTIALS AND AFFAIRS COMMITTEE

There are many of you who say, "What is the Subcommittee of Pastoral Concerns?" We are your sister and brother ministers appointed by the Board of Elders at General Conference #7 in Washington, D.C., because we have experience in helping with the special personal problems encountered in ministry.

We intend to be available to you throughout the year, not only at General Conference. For too long MCAC existed only as a standards and requirements body that stood in judgement of you. Please be aware that we are concerned with you as persons. We hope to be involved in your pilgrimage from

the time you appear for your first candidacy through ordination and throughout your professional life.

We encourage you to come to us with your personal concerns, with your fears, doubts, and apprehensions in ministry.

Rev. Chuck Larsen - Chairperson
c/o MCC San Francisco
1076 Guerrero St.
San Francisco, Ca. 94110
church phone - 415-285-0392

Rev. Michael E. England
1310 W. Rolfe St., #2
Arlington, Va. 22209
phone- 703-243-6375

Rev. Bonnie Daniel
6 E. Lakeshore Dr.
Cincinnati, Ohio 45237
phone - 513-761-6350

Rev. Jim Dykes
P.O. Box 5570
Los Angeles, Ca. 90055
phone - 213-464-4738

There are some common problems we all share:

-isolation
-aloneness
-low self-esteem
-problems in relationship
-role identity
-etc...

We are committed to finding ways to help us work through these issues, but it will take time. In the meantime there are some programs already in districts of our Fellowship which might be of help to you.

-Ministerial Buddy System - N.W. District
-Consultation in Ministry - Samaritan Theological Inst.,L.A.
-Monthly Minister's Retreats - N.E. District

Check with your district to see if there are any programs presently or if you could initiate something right away.

Suggested readings which could be of personal help to you:

1. "Confession of a Workalcoholic", by Wayne Oates
2. "Born to Win, by Muriel James
3. "Passages", by Gail Sheehey
4. "If You Meet Buddha on the Road Kill Him,", by Sheldan Kopp

We encourage that non-business time be set aside for ministers at all district conferences when they can share and minister to each other.

Our first specific program which was approved by the Board of Elders is a study of "Ministerial Burn-Out". With the Elders' approval, we plan to conduct this study during the Western and Eastern Ministerial Conferences.

Your suggestions will help us develop other programs to help you help yourselves.

We are followers of Jesus. We can do no less than follow his example by acknowledging our own pain and suffering. Your Pastoral Concerns Subcommittee is available to share

in your pilgrimage.

Your Co-Workers in Jesus Christ
Members of the Pastoral Concerns Subcommittee:

Rev. Chuck Larsen-Chairperson
Rev. Michael E. England
Rev. Bonnie Daniel
Rev. Jim Dykes

MINISTERIAL CREDENTIALS AND AFFAIRS COMMITTEE REPORT TO

GENERAL CONFERENCE - 1977

The Ministerial Credentials and Affairs Committee

received a resolution from the Board of Elders at their January, 1977, meeting stating that "A Subcommittee on Standards...advisory to the Board of Elders, be appointed from the members of the MCAC...and that their functions are as follows:

SUBCOMMITTEE ON STANDARDS (Four members)

This group should begin a review of current standards, policies and practices, establish a program of assessing the Fellowship's needs in clergy; establish a program for assessing current preparation in relation to capacity to function. The Subcommittee should consider its task this year to be a planning stage for development of a statement of standards and requirements in two or three years time. After that, the Subcommittee would maintain an on-going study of the Fellowship's needs and make reports to the Board of Elders for final action."

In pursuance of this resolution the Subcommittee on Standards recommends the following:

I. During the interim planning stage the present standards and requirements for credentialling at General Conference 1977, shall remain in effect.

II. We request that at the Eastern and Western Ministers" Conferences significant time be scheduled for input on standards by those attending the Conference.

III. The PROPOSED "Requirements for Professional Ministers" circulated by the Board of Elders in early 1977 is the first input received by the Subcommittee on Standards. Realizing the value of lay input, we recommend that other judicatory bodies in the UFMCC hold workshops or forums on this topic, submitting their results to the Subcommittee on Standards.

IV. The Committee will confer on and evaluate all input received.

V. A preliminary report will be compiled by the Committee and distributed to local church groups and clergy for analysis.

VI. When all responses have been received by the Subcommittee on Standards, a report will be prepared and submitted to the Board of Elders prior to General Conference 1979.

Respectfully Submitted,

Reverend John Gill, Chairperson — Reverend Shawn Farrell

Reverend Roy Birchard — Reverend Jim Glyer

Universal Fellowship of Metropolitan Community Churches

REPORT OF THE BYLAWS COMMITTEE TO THE
1977 GENERAL CONFERENCE

The Bylaws Committee report consists of two parts:

(1) The proposed bylaw changes already received by this conference and
(2) recommendations from the committee as follows:

I Bylaw changes would be on the agenda of the 1979 conference, and starting with the 1979 conference, bylaw changes would be on the agenda of every other general conference.(I.E. 1983, 1987, etc.)

II For the 1979 conference, tne priority one proposals would be those received from the Commission on Government, Structures, and Systems and the priority two items would be those received from other sponsors.

III All proposals, both priority one and priority two, would be received by the Bylaws Committee by March 31, 1979.

IV All proposals would have the sponsorship of one of the following: a Chartered Church, a District Conference, or a Fellowship Board, Committee, or Commission.

V All proposals would have the sponsor's name and a rationale attached to the proposal.

VI The existing bylaws would be referred to the Fellowship attorney for review regarding its wording and/or clarity.

VII All future bylaw proposals would be referred to the Fellowship attorney for review regarding its wording and/or clarity before their presentation to the General Conference.

VIII The above recommendations would be referred to the Committee on Standard Operating Procedures for inclusion in its work.

Respectfully submitted,

Herm Mank, Chairperson
Rev. Ken Martin
Rev. Howard Wells
Rev. Elder John Hose

COMBINED REPORT OF THE BYLAWS COMMITTEE AND THE GOVERNMENT, STRUCTURES, AND SYSTEMS COMMISSION TO THE EIGHTH GENERAL CONFERENCE

At the Seventh General Conference in Washington, D.C., the following motion was passed:

> "that all advisory letters issued during any year shall be referred to the bylaws committee and Government Structures and Systems Commission so that this thinking of the Elders shall be available to the work of those bodies.
>
> that in accordance with the qualifications above, all existing Advisory letters existing from 75-1 to and through 76-33 be so referred to those bodies."

We recommend that these advisory letters be referred to the following committees or commissions and to be reported on at the 1979 conference.

A. Government Structures and Systems Committee:
   1975, #7, 10, and 13;
   1976, #7, 9, 10, 12, 14, 25, 26, 27, 28, 32, and 33.

B. Bylaws Committee:
   1975, #8;
   1976, #13; and
   1977, #R1.

C. Committee on Standard Operating Procedures
   The remaining letters excepting 1975, #17 which has been cancelled.

We also recommend that the Committee on Standard Operating Procedures consider reversing the definiitions in letter 1975 #5 which applies to the terms of "Assistant Pastor" and "Associate Pastor."

Respectfully Submitted,

Herm Mank, Bylaws Chairperson
Rev. Ken Martin, G.S.S. Chairperson

REPORT OF THE COMMISSION ON GOVERNMENT STRUCTURES AND SYSTEMS TO THE EIGHTH GENERAL CONFERENCE--U.F.M.C.C.

During the past year, the Commission on Government Structures and Systems has received suggestions, recommendations and proposals from District Conferences, District workshops, Congregations and individuals. We encourage continued workshops, conciliums, and other forums to provide input to the Commission from both District and local levels.

During this General Conference, the Commission has met three times, including an open forum with all interested persons encouraged to attend and participate. The Commission is now in possession of a large and extremely diverse body of informatiom, suggestions and recommedations. We shall continue to study all of these materials as well as the existing forms of local,regional, national and international polity in other denominations.

The next meeting of the Commission will be held in Chicago, Illinois, August 3-6, 1978. We urge and encourage each District to assume the responsibility for providing travel expenses for its representatives.

While the Commission plans to bring a completed report to the Ninth General Conference, we are also aware that this report will not be the end of our work. We, therefore, support the following resolution and urge that it be adopted with the acceptance of this report:

> "Resolved that the Commission on Government Structures and Systems be extended to 1981 and that the presently elected representatives serve for the life of the Commission. We further urge each Congregation in the Fellowship to designate one liaison/contact person to work with the Commission through the District representatives."

Finally, we urge this General Conference, through accpeting this report, to direct the Treasurer that the Commission on Government Structures and Systems shall have priority funding until the Ninth General Conference.

Respectfully submitted,

Reverend Kenneth T. Martin, Chairperson
Commission on Government Structures and Systems.

COMMISSION ON FAITH, FELLOWSHIP AND ORDER

Report to the 1977 General Conference

Dear sisters and brothers:

This brief paper constitutes the report of the Commission on Faith, Fellowship and Order to the 1977 General Conference.

Since its inception in 1973, the Commission on Faith, Fellowship and Order (FFO) as evolved into an important forum for theological dialogue and reflection within the Universal Fellowship. The Commission's activities culminated last year in a paper presented to the 1976 General Conference which was a response to six questions this Fellowship had been asking itself regarding its identity and mission as a Christian body. The paper was a synthesis of hundreds of responses to those questions, gleaned for twelve months from all levels of the Fellowship. The paper was unanimously accepted by the General Conference for one year's study.

To facilitate the Fellowship's study of the paper, two drafts of a Study Guide was prepared and presented at the Eastern and Western Ministers' Conferences. In addition, four Task Forces were established in order that the Commission could delve thoroughly into specialized areas of interest and importance to the Fellowship. Those Task Forces were:

- Task Force on Women and the Bible
- Task Force on Ethics
- Task Force on Homosexuality and the Bible
- Task Force on Liturgy

The Task Forces were to serve as research bodies, reporting their findings to the Commission in order that the Commission could make appropriate, informed recommendations to the Fellowship.

On Sunday, July 31, 1977, the Commission held its annual conference in Denver for the purposes of ascertaining the state of its projects, consolidate gains, define goals and projects for 1977-78 and determine what recommendations should be made to the 1977 General Conference. Those goals, projects and recommendations are as follows:

(1) We recommend that this General Conference retain the 1976 FFO paper until the next General Conference.

(2) The Commission will prepare a pamphlet on each FFO response to the "Six Questions" and will distribute them for local church use. The pamphlets will be written in a style that will be easy to understand for persons who are not acquainted with theological jargon. Congregations and districts will be asked to critique the pamphlets so that the Commission will be able to keep in touch with this Fellowship's "grass roots."

(3) The distribution of the pamphlets will be followed by district-level and congregational-level FFO workshops and conferences, to be conducted by FFO members.

(4) FFO Task Forces will solicit input from all levels of the Fellowship to selected questions (much in the same manner that was used to prepare the 1976 FFO paper). The Task Forces will use that "grass roots" input as a foundation for developing their reports.

(5) A major three-day FFO Conference will be held in 1978 immediately prior to General Conference or during the Labor Day weekend. (All Commission members and Task Force members are expected to attend this conference and all districts and congregations are strongly urged to give some reasonable financial assistance to these persons who must attend the conference.) The conference will hammer out the Task Force reports and will continue its critique of the 1976 FFO paper. The critique will be based in large measure on Fellowship responses to the FFO pamphlets.

Finally, the Commission is always interested in identifying individuals who are willing and able to participate in the work of the FFO Task Forces and thus we strongly urge any person who is interested in Task Force membership to make known IMMEDIATELY her/his interest to the Commission chairperson.

Respectfully submitted,

Howard R. Wells

(Rev.) Howard R. Wells
Chairperson

Universal Fellowship of Metropolitan Community Churches

Finance Report

Section I - Treasurer's Introduction
Church Year 1976-77

A. Objectives for the Church Year

During the presentation of the financial report to the Seventh Annual General Conference last year in Washington, D. C., we noted that we were ending a three-year period during which the Treasurer hoped to accomplish a number of stated goals. These goals included a refining of financial record keeping for accurate reporting and analysis, establishing the concept of budget forecasting on a yearly basis, developing an adequate headquarters staff, establishing a finance committee, developing an Employees' Benefits section to administer the health and life insurance program and developing other sources of funding for the Fellowship other than Church tithes. These and other objectives were either substantially met or begun.

Since this Church Year was a transition year to a much expanded Fellowship budget, the Treasurer developed only a one-year program of new objectives. These objectives included:

1. Implementing the new accounting and reporting system developed during the previous year.
2. Develop a financial staff section at Fellowship Headquarters.
3. Monitor the revenues and adjust the expanded budget accordingly.
4. Develop a more effective method for collecting tithes, debts owed to the Fellowship, insurance premiums and other monies due the Fellowship in a timely manner.
5. Put the health and life insurance program on a sound fiscal basis.
6. Hold regular meetings with the new finance committee and develop a concept of a finance advisory board.
7. Develop ideas for increasing Fellowship finances through gifts, bequests, government funding, etc.
8. Establish a Fellowship savings account.
9. Provide more regular reports to the Churches on the financial status of the Fellowship.
10. Establish procedures for a full certified audit of the Fellowship books.

B. Status Report on Objectives for the Church Year

Objective 1. The new accounting system was developed by the Treasurer and Mr. Melvin Crosby, C.P.A., Los Angeles, California. The double entry system was designed for easy expansion, information retrieval and adaptability to computers when the flow of accounting data warranted the use of computers. Any new system must be adapted and refined until it

properly meets the reporting analysis and forecasting needs of the organization. This is time-consuming and requires constant monitoring. The Treasurer, the auditor and the new Fellowship accountant, Mr. Herb Shannon, have implemented the new system, monitored the system, consulted with one another on needed adaptations and followed up on the effectiveness of those adaptations. While further work will be necessary, this report is evidence that it is a sound system for our Fellowship at this time.

Any statistical reporting system which relies upon the reporting of data from constituent groups such as our individual Churches and other Fellowship bodies must necessarily require accurate, complete and timely reports from those groups. While the cooperation of our Church bodies is much improved in this respect, we still have Church bodies who do not report at all, or who are inaccurate and/or incomplete in their reports, or who refuse to report in the format requested. Ministers and delegates should know that failure to report or to report properly means our reports to the Fellowship may be inaccurate making proper planning for the future even more uncertain. In addition, application for funding from foundations, presentation of the records to I.R.S. if they should question our tax exempt status, and determination of our eligibility for belonging to some professional and religious bodies may all be affected by failures in our reporting system. We urge all pastors of Churches and officers of other Church bodies who may be required to report to make sure that treasurer's and clerks are submitting complete reports together with tithes or other funds due the Fellowship so that they may be received in the Fellowship office by the 10th of each month. We appreciate the faithful reports of those who have conscientiously fulfilled this responsibility and we are confident all of you will want to cooperate now that you are aware of the importance of this part of God's work.

Objective 2. With the appointment of Mr. Herb Shannon as resident accountant and Mr. Francis Joachim as Administrator of the life and health insurance program, an efficient financial section has been established in the Fellowship offices. Both these staff members meet daily with the Treasurer and often with the Moderator. They are available to all the Elders and meet with the Finance Committee. They are here at General Conference and will be glad to answer questions with regard to their duties.

Objective 3. The treasurer and the staff have monitored the financial picture daily. Where necessary we have adjusted expenditures within the budget to reflect any changes in the financial picture. As explained in our previous reports to the Churches we have had some periods of real cash flow problems during the year. We have made some hard but necessary decisions to adjust the budget expenditures to the reality of our financial picture. In relation to these difficult financial problems we should note the following:

a. We encountered no financial problem that was not foreseen as possible in our report to the last General Conference. At that time we pointed out that we had vastly expanded the budget over the previous year. We further explained that failure of Churches to pay tithes on time or any significant drop in tithes due to a drop in Church income would cause us difficulties since we had little in the way of reserve

funds. During the months of August through October tithes were late or reduced as many member Churches encountered their own financial or reporting difficulties. Again in January and February, the severe winter affected attendance and income in some Churches which was reflected in late or reduced tithes due the Fellowship.

b. Unexpected General Conference expenses and the need to expand facilities to accomodate an enlarged staff increased Fellowship indebtedness to nearly $17,000. by October. This also reflected a correction in the accounts payable reported at last General Conference. This increased indebtedness, while necessary, required careful management if it was to be reduced significantly during the year.

c. Our response to the cash flow problem and the increased indebtedness was to view the problem as a short range one requiring immediate emergency action, but with confidence that increased income would give us a more stable financial picture by the end of the fiscal year. To take care of the immediate problems we initiated the following:

1. Arranged with our bank for overdraft privileges on a short-term basis so that pressing bills could be paid even if a cash flow problem existed and arranged for late or partial payment on some invoices.

2. On the resignation of Rev. Paul Breton as Administrative Clerk, we did not fill the position thus saving the salary for that position. However, it should be noted that correspondence and clerical work suffered from lack of staffing.

3. Delayed implementing staff raises included in the budget. The staff should be highly commended for their willingness to sacrifice in this way since their salaries are minimal.

4. Cancelled publication of three issues of In Unity to save production costs when prepayment effort failed to raise enough cash to pay costs of production.

5. Initiated stringent cost controls on all aspects of the Fellowship office (Supplies, postage, etc.).

6. Increased efforts to receive tithes, insurance payments and other monies due the Fellowship as described below.

7. Asked the Churches to take a special love offering for the Fellowship which netted over $5,000.

These measures materially improved the financial position of the Fellowship during the winter and saved the Fellowship's credit. As the year progressed, the founding of new Churches, the natural growth of the Churches and the growth of other funding sources yielded sufficient income to allow us to substantially meet our budget and come to this conference in a more stable financial condition. Much credit must be given to the Finance committee for their ideas and support during this year. Their willingness to support a responsible program has allowed us to reduce our indebtedness significantly.

Objective 4. Through the efforts of Herb Shannon and Francis Joachim an effective invoicing, collection and follow-up system for collecting tithes, debts owed to the Fellowship, insurance premiums and other monies due the Fellowship was created and implemented. As a result, the accounts receivable have been substantially reduced and Church tithes are now paid on time by a majority of our Church bodies. This has significantly improved our ability to pay first of the month bills earlier in the month.

Objective 5. The health and life insurance program will be discussed at greater length at another place in this report. However, the system is now on a sound financial base for the first time since its adoption. Insurance premiums paid in for other than office personnel (who receive insurance as a fringe benefit) are now sufficient to cover the cost of the policy without utilizing money out of the general fund.

Objective 6. The finance committee has had several meetings during the year and have been contacted by phone. They have received financial reports, given recommendations to the Treasurer, and participated in developing the budget. During this Conference they will be available on a daily basis from Tuesday through Saturday from 10:00 A.M. to 12:00 Noon in room 923 to answer questions and receive suggestions with regard to Fellowship finances, the financial report and the budget. Districts have now elected representatives to the Finance Advisory Board who will submit suggestions to the Treasurer and the Finance Committee and assist in communications between districts and the Treasurer. That Board will meet during the Conference to begin its' work.

Objective 7. A gifts and bequests Committee has met in Los Angeles to begin developing a program for insuring that additional income from these sources will be available to the Fellowship. We expect to complete and begin such a program this next year. This year we received for the Fellowship 500 shares of stock in a new growth company and we were mentioned in two wills for a bequest of both money and property on the death of the individuals making the wills. We remind our members that one way of assisting the Fellowship over many years is to name the Fellowship as a beneficiary to life insurance policies and for bequests through wills.

Objective 8. A Fellowship savings account has been established and will be greatly expanded this year.

Objective 9. The local Churches have received three financial reports from the Treasurer's office. One of these was an extensive analysis of our finances after nine months operation. We want to remind Pastors and Boards of Directors that these reports (which will be available quarterly this coming year) are to be shared with one another, with delegates and alternates and then posted or shared with the entire congregation.

Objective 10. With this financial report, we achieve the most important objective of this Treasurer--the development of a full certified audit of our records Last year we retained Mr. Mel Crosby C.P.A. to assist us in this work. This year he became partners with Mr. Jack E. Monroe, C.P.A. under the firm name of Crosby and Monroe, 8732 Sunset Boulevard, Los Angeles, California 90069. Both accountants have now been retained to prepare an

an audit. This year we have also contracted for them to computerize our general ledger. This will yield us a monthly report and allow for monthly analysis and forecasting.

C. Summary

In a difficult transition year, we believe we can say that proper decisions were made to face serious challenges. As a result, we come to this Conference in a solvent financial condition with a sound base for planning next year's budget. Accounting controls have been strengthened and reporting procedures have been refined. As we analyze the income and disbursements section of this report, it should become apparent that a year started with uncertainty has ended with a sense of confidence.

D. Contents of the Report

This report contains the following sections:

Section I - Treasurer's Introduction
Section II - Tithes of Individual Churches (USA) for the Church year
Section III - Tithes of Individual Churches for Australasia, Canada, South Africa, United Kingdom and Nigeria
Section IV - Statement of Receipts and Disbursements with analysis and comparison to budget, and comparison of receipts to disbursements by department.
Section V - Financial Statement
Section VI - Audit Statement
Section VII - Analysis of Accounts Receivable and Accounts Payable
Section VIII - U.F.M.C.C. Washington, D. C. Field Office
Section IX - Samaritan Theological Institute
Section X - Health and Life Insurance Program
Section XI - Summary
Section XII - Proposed Budget

This report will be distributed in sections to the Delegates and Ministers so it may be more easily read and analyzed. Each statistical section will begin with appropriate statistical tables followed by narrative analysis and comments. The finance committee will meet every day from 10:00 A.M. to 12:00 Noon beginning Tuesday in room 923. We will be prepared to answer questions and receive suggestions on that section of the report distributed the previous day. To save time during the floor presentation and to assure an adequate time to understand and comment on the report and the budget, please take advantage of these special sessions with the Treasurer and the Finance Committee.

1976-77 Financial Report - Section II

Tithes of Individual Church Bodies (USA) for the Church Year 1976-77

CITY	Acctng #	1976-77	1975-76	1974-75	1973-74	1972-73	Comments
SOUTHWEST DISTRICT	100						
Los Angeles	101	$9274.	$10458.	$5962.	$4312.	$3369.	
Long Beach	102	1758.	1351.	662.	598.	416.	
North Hollywood	103	4372.	2349.	1540.	889.	196.	Includes June, 1976
Santa Monica	104	795.	287.	505.	175.	82.	
Ventura	105	838.	632.	272.	88.	153.	Includes June, 1976
Fresno	106	69.	-0-	-0-	5.	56.	Arrears June, 1977 First tithe March, 1977
Costa Mesa	107	1196.	1045.	605.	292.	586.	Arrears June, 1977 Includes June, 1976
Pomona	108	603.	236.	26.	-0-	-0-	Arrears June, 1977 Includes June, 1976
Riverside	110	1552.	1312.	952.	521.	200.	Includes June, 1976
Oceanside	111	481.	321.	233.	34.	-0-	Includes June, 1976
San Diego	112	3547.	2560.	1033.	858.	737.	Includes June, 1976
Phoenix	114	1533.	1261.	317.	381.	277.	Includes April, May, June 1976
Tucson	115	221.	216.	65.	-0-	-0-	Arrears June, 1977 First Tithe, October 1976
Albuquerque	116	526.	-0-	-0-	-0-	-0-	Includes May, June, 1976 Arrears, May, June, 1977
Las Vegas	117	30.	119.	27.	116.	-0-	Discontinued
San Luis Obispo	118	216.	10.	-0-	-0-	-0-	Includes June, 1976

CITY	Acctng #	1976-77	1975-76	1974-75	1973-74	1972-73	Comments
NORTHWEST DISTRICT	200						
San Francisco	201	$4151.	$3262.	$2916.	$2494.	$1874.	Includes June, 1976
Oakland	202	1238.	880.	475.	498.	207.	Includes May, June, 1976
San Jose	203	1975.	1681.	1076.	781.	458.	Includes June, 1976
Monterey	204	80.	51.	29.	-0-	-0-	Includes June, 1976
Santa Rosa	205	25.	117.	-0-	-0-	-0-	Discontinued
Stockton	206	305.	370.	90.	-0-	-0-	Includes June, 1976 Arrears June, 1977
Sacramento	207	2731.	2271.	1429.	550.	174.	Includes June, 1976
Salt Lake City	208	716.	548.	80.	59.	266.	Includes December-June, 1976 Arrears July 1976-June, 1977
Portland	209	1583.	308.	-0-	-0-	-0-	Includes June, 1976
Eugene	210	246.	52.	-0-	-0-	-0-	Arrears June, 1977
Seattle	211	1739.	1423.	980.	1017.	696.	Includes June, 1976
Redding	212	21.	98.	-0-	-0-	-0-	Discontinued
Anchorage	213	991.	567.	256.	3.	-0-	Includes March-June, 1976
Tacoma	214	125.	-0-	-0-	-0-	-0-	First Tithe November, 1976
*Honolulu	113	1114.	822.	317.	339.	173.	Includes June, 1976

*Transferred from Southwest District by Board of Elders

CITY	Acctng #	1976-77	1975-76	1974-75	1973-72	1972-73	Comments
MID-CENTRAL DISTRICT	300						
Denver	301	$2744.	$1669.	$ 702.	$ 444.	$ 386.	Includes June, 1976
Kansas City	302	3063.	1671.	890.	397.	14.	Includes June, 1976
Minneapolis	303	1674.	642.	50.	-0-	-0-	Includes June, 1976
Des Moines	304	1613.	919.	249.	-0-	-0-	Includes June, 1976
St. Louis	305	3846.	3037.	1903.	585.	-0-	Includes June, 1976
Omaha	306	1021.	445.	307.	744.	-0-	Includes October-June, 1976
Joplin	307	106.	50.	-0-	-0-	-0-	Includes June, 1976
Wichita	308	1418.	572.	-0-	-0-	-0-	Includes June, 1976
Quincy	309	380.	178.	-0-	-0-	-0-	Includes June, 1976
Boulder	310	85.	-0-	-0-	-0-	-0-	First Tithe May, 1977
SOUTH CENTRAL DISTRICT	400						
Oklahoma City	401	963.	682.	712.	469.	235.	Includes April-June, 1976
Tulsa	402	584.	437.	100.	43.	-0-	Includes June, 1976 Arrears January-May, 1977
New Orleans	404	1174.	629.	331.	107.	69.	Includes June, 1976
Dallas	405	4962.	3125.	2201.	1027.	409.	Includes June, 1976
Houston	406	4223.	1986.	302.	42.	-0-	Includes April-June, 1976
Grand Prairie	407	285.	229.	-0-	-0-	-0-	Includes June, 1976 Arrears June, 1977
Fort Worth	408	1452.	1065.	597.	239.	67.	Includes March-June, 1976
Fayetteville	409	87.	-0-	-0-	-0-	-0-	Includes June, 1976
Austin	410	225.	21.	-0-	-0-	-0-	Includes June, 1976
Nat'l Evang. Team	411	825.	-0-	-0-	-0-	-0-	First Tithe September, 1976

CITY	Acctng #	1976-77	1975-76	1974-75	1973-74	1972-73	Comments
GREAT LAKES DISTRICT	500						
Chicago	502	$4369.	$2546.	$ 842.	$ 771.	$ 244.	Includes March-June, 1976
Indianapolis	503	1475.	1131.	840.	373.	-0-	Includes March-June, 1976 Arrears June, 1977
Fort Wayne	504	143.	314.	-0-	-0-	-0-	Discontinued
Cleveland	505	60.	391.	53.	-0-	-0-	Arrears August 76-June 77
Akron	506	1440.	707.	77.	12.	-0-	Includes May-June, 1976
Cincinnati	507	1835.	1639.	1119.	504.	-0-	Includes June, 1976
Toledo	508	460.	233.	-0-	-0-	-0-	Includes June, 1976
Lexington	509	-0-	-0-	10.	-0-	-0-	Discontinued
Detroit	510	1904.	647.	186.	111.	257.	
Champaign	511	305.	42.	-0-	-0-	-0-	Includes May-June, 1976
Flint	512	61.	-0-	-0-	-0-	-0-	First Tithe February, 1977

CITY	Acctng #	1976-77	1975-76	1974-75	1973-74	1972-73	Comments
NORTHEAST DISTRICT	600						
Boston	601	$1995.	$1133.	$ 607.	$ 381.	$ 277.	Includes June, 1976
Worcester	602	82.	232.	73.	-0-	-0-	Includes May-June, 197 Arrears July 76-March 7 (Forgiven) & June, 197
Providence	603	366.	283.	98.	-0-	-0-	Arrears May-June, 197
Hartford	604	553.	93.	82.	21.	-0-	Includes November 75-[illegible]e 7 Arrears June, 1977
New York City	605	2210.	1494.	828.	430.	336.	Includes June, 1976
Brooklyn	606	609.	493.	40.	54.	-0-	Includes June, 1976
Hispana	607	143.	108.	25.	2.	-0-	Includes June, 1976 Arrears June, 1977
Philadelphia	608	1180.	1025.	454.	338.	495.	Includes June, 1976
Pittsburgh	609	1011.	219.	34.	-0-	-0-	Includes June, 1976
Penn State	610	164.	-0-	-0-	4.	-0-	Arrears June, 1977
Harrisburg	611	137.	92.	-0-	-0-	-0-	Includes June, 1976
Washington, D.C.	612	3870.	2432.	808.	419.	130.	Includes February-Jun[illegible] 1976
Baltimore	613	968.	788.	377.	145.	-0-	Includes June, 1976
Asbury Park	614	82.	-0-	-0-	-0-	-0-	Discontinued
Reign of Christ	615	92.	-0-	-0-	-0-	-0-	Discontinued

CITY	Acctng #	1976-77	1975-76	1974-75	1973-74	1972-73	Comments
SOUTHEAST DISTRICT	700						
Tampa	706	$2158.	$1821.	$1362.	$ 950.	$ 596.	Includes June, 1976
Jacksonville	708	1333.	1215.	529.	82.	12.	Includes April-June, 1976 Arrears May-June, 197
Ft. Lauderdale	710	2082.	882.	284.	276.	287.	Includes June, 1976
Ft. Myers	711	505.	183.	-0-	-0-	-0-	Includes June, 1976
Miami	712	1647.	1337.	897.	640.	450.	Includes May-June, 1976
St. Petersburg	713	549.	782.	85.	-0-	-0-	Includes June, 1976 Arrears June, 1977
Tallahassee	714	96.	-0-	-0-	-0-	-0-	First Tithe October, 1976
Sarasota	715	326.	-0-	-0-	-0-	-0-	First Tithe November, 1976 Arrears June, 1977
Pensacola	716	48.	-0-	-0-	-0-	-0-	First Tithe February, 1977
MID-ATLANTIC DISTRICT	800						
Atlanta	801	2261.	2462.	2134.	1204.	950.	Includes June, 1976
Columbia	803	460.	99.	183.	50.	-0-	Arrears June, 1977
Nashville	804	1450.	819.	158.	157.	19.	Includes June, 1976
Raleigh	805	150.	-0-	-0-	-0-	-0-	First Tithe November, 1976
Greensboro	806	119.	-0-	-0-	-0-	-0-	First Tithe December, 1976
Augusta	807	201.	-0-	-0-	-0-	-0-	First Tithe December, 1976 Arrears June, 1977
Memphis	808	685.	-0-	-0-	-0-	-0-	Includes Dec-June, 19
Knoxville	809	94.	-0-	-0-	-0-	-0-	First Tithe April, 19

Section II - Tithes of Individual Church Bodies (USA)

Analysis and Comments

1. The growth of the Fellowship in the United States continues to be substantial. In other reports to you, the Conference will learn that our membership grew by an estimated 11 percent, while the number of Church bodies increased by 14 percent. Out total tithes increased by 26 percent. This compares favorably with the fastest growing Church bodies in this country. Some indication of financial growth within individual Churches may be seen in the following table:

	1976-77	1975-76	1974-75
*Number of Church bodies contributing (USA)	94	77	65
	Number of Church Bodies		
Contributions: $1-$500	37	33	38
$501-$1000	16	16	16
$1001-$2000	24	18	7
$2001-$3000	6	6	3
$3001-$4000	4	3	1
$4001-$6000	5	3	1
$6001-$11000	1	1	0

*Number of Church bodies for 1976-77 includes all Church bodies reporting during the year. Seven Church bodies were discontinued in the USA this year, leaving a net total of 87 bodies for this country.

2. Figures for individual Churches include in some cases arrears payments from the previous fiscal year paid in this year. If the contribution is made in this year it is included in this year's report, but a note has been made under comments.

3. In some cases arrears for June may have been paid since the closing of the books for the year. However, the Elders at the last General Conference expressed to you their desire to enforce the late rule at this year's conference as the only way to operate in fairness to those Churches who made sure all tithes were paid by the end of the year. Some Churches, because of special circumstances may have been forgiven back tithes by action of the Board of Elders. This is true of Worcester MCC which has been without a Pastor and experienced special hardship and is now making regular contributions to the Fellowship. It is also true of Salt Lake City, Utah MCC with the understanding that Church will make up past tithes at the conclusion of a financial arrangement expected to yield special revenue soon in the local Church. The Board of Elders will ask the General Conference to approve voting privileges for those behind only one month with the understanding arrears will be paid no later than 10 days after the conclusion of General Conference. The Board of Elders recommends that those behind two months or more should be seated, but without a vote for the Pastor or the lay delegates until either the record has been corrected if in error or arrangement to pay has been concluded satisfactorily to the Board of Elders. At that time, the Pastor and delegates will be given voting privileges.

4. Any errors which may be discovered should be reported to Mr. Herb Shannon of the Treasurer's office either here at Conference or in writing at the Fellowship offices within 30 days of General Conference.

5. The 25 Churches who contributed the largest amount in tithes are listed below:

Church body	Tithes contributed 1976-77
1. Los Angeles, CA	$9274.
2. Dallas, TX	4962.
3. North Hollywood, CA	4372.
4. Chicago, IL	4369.
5. Houston, TX	4223.
6. San Francisco, CA	4151.
7. Washington, D.C.	3870.
8. St. Louis, MO	3846.
9. San Diego, CA	3547.
10. Kansas City, MO	3063.
11. Denver, CO	2744.
12. Sacramento, CA	2731.
13. Atlanta, GA	2261.
14. New York City, NY	2210.
15. Tampa, FL	2158.
16. Ft. Lauderdale, FL	2082.
17. Boston, MA	1995.
18. San Jose, CA	1975.
19. Detroit, MI	1904.
20. Cincinnati, OH	1835.
21. Long Beach, CA	1758.
22. Seattle, WA	1739.
23. Minneapolis, MN	1674.
24. Miami, FL	1647.
25. Des Moines, IA	1613.

Impressive as these figures are they do not accurately reflect the large increase in giving from last year in many of our Churches (including Churches not on the list above.) Total tithes for the Churches in the United States totalled over $100,000 reflecting contributions of member to the General Fund of individual Church bodies of over $1,000,000!

Financial Report

Section III

Church Year 1976-77

Tithes of Individual Churches

Australasia, Canada, Nigeria, South Africa, United Kingdom

District of Australasia

Church Body	Amount (National)	USA
Adelaide	A$ 730.23	$ 809.10
Brisbane	549.63	608.90
Gold Coast	95.89	106.45
Melbourne	1,074.34	1190.37
Newcastle	146.23	161.96
North Shore	195.45	216.56
Perth	163.06	180.67
Sydney	1,979.93	2193.76
Auckland	NZ$ 190.96	211.58

District of Canada

Toronto	A Report of Tithes will be included in an addenda to this report to be sent to all Churches.
Ottawa	
*Vancouver	

*Began in February

Church Extension Areas

Zaria, Nigeria	$ 371.58	563.00
Durban, South Africa	No reports required this year.	
London, England	895.46	1524.00

Statement of Receipts and Disbursements and Comparison to Budget for Fiscal Year ended June 30, 1977

A. Receipts to General Fund

Acctng #	Source	Amount	Prepaid Item	Budget
3100	Tithes from Churches (USA)	$101,005.86		98,500.00
3101	World Church Extension	7,273.58		10,000.00
3102	Institutional Ministry	276.70		4,000.00
3103	Samaritan Theological Institute	separate schedule		
3104	Innovative Ministries (other ministries)	10.00		3,500.00
3106	Undesignated Group Donations	5,523.83		6,000.00
3107	Health & Life Insurance Premiums		$2,458.33	
3108	In Unity Magazine	2,624.11		6,000.00
3109	Publications	3,709.50		2,500.00
3110	Sales of Church Forms	794.33		4,500.00
3111	Religious Goods	73.04		
3112	Ministers Conferences	1,445.00		1,300.00
3113	General Conference 7th Annual 8th Annual	 12,713.66 1,676.00		11,000.00
3121	Interest Income	5.22		
3200	Undesignated Individual Donations	4,695.52		*See undesignated group donations
3250	Designated Individual Donations	5,153.90		.00
TOTAL		$149,438.58	$2,458.33	$147,300.00

Analysis and Comments

1. At the 5th General Conference in San Francisco, California, the Fellowship adopted an expanded budget of $53,800 which included the full-time funding of two Elders. At the 6th General Conference in Dallas, Texas, the accuracy of the Treasurer's projections over the last two years made possible the adoption of a more detailed budget allowing for the continued funding of an ambitious World Church Extension effort and for the launching of several new church programs. At the 7th General Conference in Washington, D.C. the Treasurer's overall projections for income again proved accurate with receipts coming to within $1,000. of the projected budget. Since the increasingly complete accounting system sustained the Treasurer's projections and since the time had come to build an appropriate administrative staff for our growing Fellowship, the General Conference took a step of faith and adopted an increased budget of $168,000. The table on the preceding page shows that amount projected for the General Fund in the United States only. The total projected receipts were $147,300. We are happy again to note that we exceeded that projection with actual income from U.S.A. sources of $149,438.58. We are also happy to note the accuracy of our overall projections with a difference of only $2,438.58 between projected and actual income. Our cash flow problems during the year have not come from failing to receive enough income, but rather from that income not coming to us in the incremental amounts which are regular in timing and predictable in size. When a month's receipts were below expectations we had no reserves to fall back on.

2. Tithes projections from U.S.A. Churches were remarkably accurate. Tithes still remain by far the principal source of funding. It is imperative that we diversify our sources of income both to increase total giving and to assure steady income. That diversification through bequests, gifts, agency and foundation funding, etc. will be a major goal in the next two years.

3. The total World Church Extension effort was funded at $18,000. with Australasia and Canada to raise $8,000 of that amount to be spent within those areas. As will be reported later, these two areas substantially met their budget. While the effort in the U.S.A. was substantial at $7,273.58, the projected income was below the budgeted $10,000. In our view, this reflects growing preoccupation with building home churches, desire to use funds within districts for establishing new churches, less sense of urgency since both Australasia and Canada have now been successfully established, and some real questions about the goals and objectives of the World Church Extension effort. We believe rethinking of this effort will recapture the fervor of our people for preaching the Gospel in all the world. We believe this is the year we must do this if this program is to be sustained.

4. While overall projections were accurate, the greatly expanded budgets of the last two years have made prediction hazardous. With little history that is valid for projection, the forecast for income from individual departments and programs was necessarily guesswork. The variations from predictions within departments is graphically shown in Institutional and Innovative Ministries. These ministries were expected to raise a total of $7,500., but they were unable to contribute more than a small amount to the General Fund. The expected income was based on the successful fund raising of the

old Prison Ministry program of the previous year. Failure to produce income was the result of inadequate staffing which prevented planning of extensive fund raisers and the long "lead" time needed for research of and preparation of proposals for agency and foundation funding. The programs of these ministries proved so valuable that the Elders continued to fund them from the General Fund.

5. Fortunately, much of the income expected from these sources was replaced by the response of the Churches to Reverend Perry's appeal for a special collection for the Fellowship. Total undesignated donations both group and individual (#3106 & 3200) exceeded anticipated receipts of $6,000. by $4,219.35. While all contributions above tithes from individual churches are voluntary, the Treasurer hopes the Churches will give parishioners who wish to do so, an opportunity to make a special contribution to the Fellowship in October when we celebrate the anniversary of the Fellowship.

6. The Health and Life Insurance Premiums is not an income figure. It is transmitted to the insurance company on behalf of those signed up for this program.

7. In Unity magazine produced less than half the income expected due to the fact that only half the scheduled issues could be printed. This has been one of the most difficult areas for the Treasurer and for the Elders generally. With cash flow problems and no reserve funds, it became very difficult to find the money needed to print the first issues of this magazine this year. The printers needed the money in advance, but the money we expected to realize from contributions for In Unity would come to us only after the issues were printed.

   Faced with this difficulty the Elders approved a decision to ask for prepayment from the Churches for an issue. This turned out to be a bad decision. Not enough Churches contributed to raise the funds for the issue and it became necessary to find more money in the General Fund to make up the difference. Long delays ensued until the money could be raised. When Churches who prepaid the issue did not receive In Unity in a reasonable time, they were rightly critical. The Elders and especially the Treasurer learned a valuable lesson from this experience and you may be sure it will not be repeated.

8. Fortunately, better than expected donations in other items offered by Fellowship Press helped offset the In Unity loss. Total In Unity and publications income amounted to $6,333.61 against anticipated donations of $8,500.

9. Reverend Richard Vincent when he was Administrative Elder had proposed to establish a religious goods income producing department in the Fellowship offices. The $4,500. anticipated income (for account #3110 & 3111) was expected to come from this source. Without sufficient capital or staff this project proved impractical for this year. However, the new Church Services Department has filled increasing numbers of orders during the year and promises to be a substantial source of donations in the future.

10. The receipts for the Ministers' Conferences is a net figure to the Fellowship after all expenses were paid.

11. The anticipated receipts from the 7th Annual Conference was exceeded; but, as will be shown in the disbursements section, still fell short of actual Conference expenses. The receipts for the 8th General Conference represents registration fees paid prior to June 30 which were used to pay pre-conference expenses.

12. Interest income is from the savings account established this year to serve as a repository for reserve funds.

13. Designated individual donations were an unanticipated source of receipts. These funds were for special programs other than Church World Extension and helped to meet the expenses of specific departments and programs which did not generate sufficient donations.

Section IV
Church Year 1976-77

Unaudited Receipts Church World Extension Districts and Areas

B. Receipts to Fellowship accounts in Australasia, Canada, Nigeria, South Africa & New Zealand

Accounting #	District or Extension Area	Amount National	Amount USA	Budget USA
3101	Australasia District			
	Australia	A$5516.55	$6112.25	
	New Zealand	NZ$ 190.96	$ 211.58	
	Total		$6323.83	$5000.00
	Canadian District			
				$3000.00
	To be included in addenda to this report.			
	Church Extension Areas			
	Nigeria	$371.58	$563.00	.00
	South Africa	.00	.00	.00
	United Kingdom (Partial)	£895.46	$1524.00	.00
	Total Receipts (Excluding Canada)		$8410.83	$8000.00

Analysis and Comments

1. These figures do not include the Canadian District Tithes since the report for this district was inadvertently unavailable to the Treasurer through no fault of the Canadian District. In the interest of doing justice to the committment of our Canadian members by giving accurate figures we have not included receipts in the figures given above or in the disbursements section. A balance sheet for that district will be forwarded to the ministers and delegates as an addenda to this report after General Conference. The figures we have for tithes for individual Churches are partial and we are awaiting a full report by the District Treasurer.

   We should note this district tithes 10% to the Fellowship and 8% to the District. This has allowed the funding of several new works as noted in their Church World Extension report. Even without this district, Church World Extension Districts and Areas have exceeded the total budgeted receipts expected from them. Indeed, the Districts have made substantial love offerings to other extension areas such as Nigeria to assist them.

2. South Africa is a new work that must remain underground. No reports were required this year other than oral reports given by our missionary in that country. We expect to include a report in the next General Conference report.

Financial Report

Section IV
Church Year 1976-77

Unaudited Disbursements Australasia

No figures available this year for Nigeria, South Africa, and the United Kingdom. These small amounts are kept within local Churches. Reports of disbursements will be included by next General Conference. Disbursement figures for Canada are not presently available but will be included in an addenda to this report and made available to Churches.

District of Australasia

Australia	Australian $	USA
Secretary	A$ 600.00	$ 664.80
Travel	1150.65	1274.92
Donations	253.20	280.55
Petty Cash incl. phones	240.00	265.92
Printing	532.33	589.82
Postage	150.00	166.20
District Payments	1800.00	1994.40
Total	4726.18	5236.61
Balance in Bank	285.81	316.68

New Zealand	New Zealand $	USA
Travel	NZ$ 72.00	79.78
Postage	3.59	3.98
Dues & Subscriptions	10.00	11.08
Total	85.59	94.84
Balance	104.37	115.64

Analysis and Comments

1. Travel represents the efforts of the District Coordinator to reach scattered Churches in one of our largest districts. This is essential to building Churches in that area. The District Coordinator and Assistant District Coordinator plan to divide the responsibility thus saving some longer range travel (they live in different areas) with subsequent cost savings.

2. District payments are regular payments from district funds to assist in the development of Auckland and Newcastle. This is an example of the direct use of these funds to assist in Church extension.

Financial Report - Church Year 1976-77

Section IV - Disbursements and Comparison to Budget
Unaudited

Account #	Department	Item Total	Dept. Total	Budget	Over/Under Budget	Amount
4101	Church World Extension		$8,663.00	$10,000.00	under	$1,337.00
4201-4213	Institutional Ministries		1,262.18	7,400.00	under	6,137.82
4247-4252	Innovative Ministries		684.70	750.00	under	65.30
4271	Campus Ministry		1.04	2,000.00	under	1,998.96
4501-4512	Ministers' Conferences		756.96	3,800.00	under	3,043.04
4521-4539	General Conference		15,651.12	8,000.00	over	7,651.12
4557-4667	Other Commissions & Committees		853.37	2,250.00	under	1,396.68
4812-5920	Administration					
	Honorarium & Housing	$47,837.60		56,350.00	under	8,512.40
	Health & Life Insurance	4,785.03		6,000.00	under	1,214.97
	Legal & Accounting Services	6,585.00		6,763.00	under	178.00
	Office Expenses	5,079.53		6,000.00	under	920.47
	Rent-Executive Offices	6,225.00		8,700.00	under	2,475.00
	Equipment Rental, Repair & Maintenance	7,390.55		6,000.00	over	1,390.55
	Telephone	7,482.28		8,400.00	under	917.72
	Elders Travel	9,198.85		9,600.00	under	401.15
	Contingencies	7,401.91		5,000.00	over	2,401.91
	Total Administration		101,985.75	112,813.00	under	10,827.25
7001-7019	In Unity		6,654.54	9,600.00	under	2,945.46
7104-7140	Publications		5,642.58	2,000.00	over	3,642.58
	* Office of Lay Concerns			600.00	under	600.00

CROSBY & MONROE
Certified Public Accountants

6732 SUNSET BOULEVARD, SUITE 280
LOS ANGELES, CALIFORNIA 90069
(213) 657-8175

July 29, 1977

Board of Elders
Universal Fellowship of Metropolitan Community Churches
Los Angeles, California 90055

We have examined the statement of assets and liabilities of the Universal Fellowship of Metropolitan Community Churches (denominational organization, exclusive of affiliated districts, congregations, and operations outside the United States) as of June 30, 1977, and the related statements of revenue and expenditures, of balancing account, and of changes in financial position for the year then ended.

Our examination was made in accordance with generally accepted auditing standards, and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances. As to contributions received, it was not practicable to extend our examination beyond accounting for the receipts as recorded.

In our opinion, the accompanying statements of assets and liabilities, revenue and expenditures, balancing account, and changes in financial position, together with the notes thereto, present fairly the financial position of the Universal Fellowship of Metropolitan Community Churches at June 30, 1977 and the results of its operations for the year then ended in conformity with generally accepted accounting principles.

Generally accepted accounting principles are applied on a basis consistent with that of the preceding year except for the changes, with which we concur, in the method of accounting for contributions in transit, accounts receivable and payable, and church staff members' insurance benefits as described in Notes 3 and 4.

Crosby & Monroe
Certified Public Accountants

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

NOTES TO THE FINANCIAL STATEMENTS

For the year ended June 30, 1977

Universal Fellowship of Metropolitan Community Churches is a not-for-profit corporation comprising the headquarters for its affiliated churches, missions, study groups, and regional districts.

The Fellowship's principal source of revenue is a "tithe" contributed by the affiliated congregations based on ten per cent of their receipts, exclusive of contributions for specifically designated purposes.

Its accounts include the operations of two affiliates, Samaritan Theological Institute and Universal Fellowship Press, which are not separately incorporated but which have semi-autonomous boards of trustees.

The accounts do not include contributions from affiliated congregations in Canada or overseas, which are deposited in their respective countries and restricted to use therein.

NOTE #1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: Contributions are recorded as revenue when remittances are actually received. Other revenue and expenditures are recorded on the accrual basis.

NOTE #2. CONSISTENCY: In previous years the Fellowship did not record expenses as expenditures until actually paid, nor shipments of materials as revenue until payment was received. Money received from affiliated congregations during the first ten days of each month was recorded as a "deposit in transit" and as revenue of the preceding month. Transactions to provide life and health insurance for staff members of affiliated churches were formerly included in the general fund. The dollar effect of these changes (with which the auditors concur) is shown in Exhibit C.

NOTE #3. TAXATION: The Fellowship has qualified for exemption from federal taxation of its income under Section 501(c)(3) of the Internal Revenue Code. The present ruling is a "group exemption" covering affiliated churches as well as the Fellowship. This qualification permits individuals to take income tax deductions for their contributions to the Fellowship and its churches. To maintain this exemption, an organization must meet statutory requirements on a continuing basis. With regard to permitted activities, it appears that no substantial part of the Fellowship's activities involve attempts to influence legislation or participation in political campaigns on behalf of candidates for public office; the Samaritan Theological Institute has a racially non-discriminatory policy as to students.

NOTE #4. LOANS RECEIVABLE: This account represents loans approved by the Board of Elders to ministers or churches in distress.

NOTE #5. THRIFT SHOP: Expenditures of $2,458 during the prior year and $3,367 during this year for rental of premises and other costs relating to establishment of a "Thrift Shop" have been written off. This activity, which was intended to raise funds for the Fellowship, never opened for business and there is no intention of reinstating the project.

EXHIBIT A

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

BALANCE SHEET - GENERAL FUND

June 30, 1977

A S S E T S

Current Assets		
Cash in banks	$ 1,581	
Cash in special purpose savings account	255	
Accounts receivable	2,602	
Loans receivable, ministers (Note #4)	1,638	
Due from insurance fund	5,714	
Merchandise inventories	2,007	
Deposits with suppliers	710	
Prepaid expenses	310	
Total Current Assets		$14,817
Property and Equipment, at cost		
Office equipment	$ 2,204	
Automotive equipment	1,287	
Leasehold improvements	90	
Total Property and Equipment		3,581
Total Assets		$18,398

LIABILITIES AND BALANCING ACCOUNT

Current Liabilities		
Accounts payable	$13,377	
Bank overdraft	5,228	
Loans payable	1,072	
Accrued salaries	1,906	
Total Current Liabilities		$21,583
Deferred Revenue		
Advance receipts for Eighth General Conference		1,676
Balancing Account (Exhibit C) (deficit)		(4,861)
Total Liabilities and Balancing Account		$18,398

EXHIBIT B

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

STATEMENT OF REVENUE AND EXPENDITURES - GENERAL FUND

For the year ended June 30, 1977

Revenue			
Tithes from affiliated congregations		$105,858	
Specific ministries		12,523	
Other contributions for designated purposes		2,742	
Contributions not for designated purposes		12,113	
General conference and ministers' conference		14,707	
Revenue producing activities		17,018	
Interest earned		4	
Total Revenue			$164,965
Expenditures			
World Church Extension	(Schedule 1)	$ 8,772	
Institutional Ministries	(Schedule 2)	990	
Innovative Ministries	(Schedule 3)	686	
Washington, D.C. Field Office	(Sch. 4)	15,945	
Seventh General Conference	(Schedule 5)	16,365	
Ministers' Conference	(Schedule 6)	792	
Samaritan Theological Institute	(Sch. 7)	8,985	
Universal Fellowship Press:			
In Unity magazine	(Schedule 8)	6,677	
Other publications	(Schedule 9)	6,839	
Thrift Shop costs (Note #5)		3,367	
Ministerial Affairs and Credentials		10	
Faith, Fellowship and Order		143	
Government, Structure, and Systems		38	
Commission on Religious Institutes		40	
Other commissions and committees		277	
General, executive, and treasurer's offices	(Schedule 10)	101,780	
Casualty losses		430	
Miscellaneous		2,505	
Benevolences		-o-	
Capital expenditures		3,581	
Total Expenditures			178,221
Excess of Expenditures Over Revenue			13,256
Less: Increase to plant and equipment account from capital expenditures			3,581
Deficit from operations			$ 9,675

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

INSURANCE FUND

EXHIBIT E

STATEMENT OF REVENUE AND EXPENDITURES
For the year ended June 30, 1977

Revenue	
Coverage for staff members of affiliated churches	$14,998
Coverage for Fellowship staff members	5,128
	$20,126
Expenditures	
Insurance premiums incurred	20,126
Excess of revenues over expenditures	-o-

EXHIBIT F

BALANCE SHEET

Assets		
Accounts receivable, premiums	$2,433	
Advance payments to insurance carrier	3,344	
Total Assets		$5,777
Liabilities		
Due to Universal Fellowship General Fund		$5,714
Balancing Account		
Fund inception, July 1, 1976	$ 63	
Excess of expenditures over revenues	-o-	
Balancing account, June 30, 1977		63
Total Liabilities and Balancing Account		$5,777

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

Supporting Schedules for the year ended June 30, 1977

WORLD CHURCH EXTENSION		SCHEDULE 1
Contributions received - included in revenues from specific ministries		$7,274
Expenditures		
Ministers' salaries	$7,449	
Travel and other	1,323	8,772
Memo: Expenditures in excess of receipts		$1,498

INSTITUTIONAL MINISTRIES		SCHEDULE 2
Contributions received - included in revenues from specific ministries		$ 277
Expenditures		
Honoraria	$ 155	
Travel	250	
Conference	75	
Postage	109	
Printing	130	
Sundries	542	
Less increase in inventories on hand	(271)	990
Memo: Expenditures in excess of receipts		$ 713

INNOVATIVE MINISTRIES		SCHEDULE 3
Contributions received - included in revenues from specific ministries		$ 10
Expenditures		
Dues and subscriptions	$ 550	
Conferences	46	
Sundries	90	686
Memo: Expenditures in excess of receipts		$ 676

WASHINGTON, D.C. FIELD OFFICE		SCHEDULE 4
Contributions received - included in revenues from specific ministries		$ 4,963
Expenditures		
Salaries of staff	$8,588	
Rent of offices	2,400	
Travel and meals	70	
Telephone	2,311	
Postage	456	
Printing	1,400	
Office supplies	245	
Dues and subscriptions	103	
Other expenses	372	15,945
Memo: Expenditures in excess of receipts		$10,982

SEVENTH GENERAL CONFERENCE — SCHEDULE 5

Revenues		
Offerings	$ 7,175	
Bookstore receipts	5,380	
Other	707	$13,262
Expenditures		
Honoraria	$ 200	
Rental of facilities	3,064	
Security	3,611	
Bookstore materials	2,569	
Printing and reproduction	2,581	
Supplies and materials	313	
Travel, meals, and lodging	1,049	
Telephone service	621	
Publicity and advertising	427	
Equipment rental	1,228	
Insurance	150	
Sundries	552	16,365
Memo: Expenditures in excess of receipts		$ 3,103

MINISTERS' CONFERENCE — SCHEDULE

Revenues		1,445
Expenditures		
Honorarium	$ 223	
Rent	35	
Travel	510	
Other expenses	24	792
Memo: Receipts in excess of expenditures		$ 653

UNIVERSAL FELLOWSHIP OF METROPOLITAN COMMUNITY CHURCHES

Supporting Schedules for the year ended June 30, 1977

SAMARITAN THEOLOGICAL INSTITUTE		SCHEDULE 7
Revenues - included in revenue producing activities		
Resident tuition	$1,153	
Correspondence courses	1,580	
Textbook sales	456	
Contributions	4,081	
Unclassified	2,548	$9,818
Expenditures		
Staff salaries	$1,420	
Rent	3,360	
Travel (general conference)	516	
Secretarial service	137	
Printing	299	
Office supplies and library cataloging	114	
Textbooks purchased	1,374	
Less increase in inventory value	(856)	
Student body	65	
Miscellaneous	494	
Bad checks	100	
Equipment purchases	452	8,985
Memo: Receipts in excess of expenditures		$ 833

UNIVERSAL FELLOWSHIP PRESS: IN UNITY MAGAZINE		SCHEDULE 8
Revenues - included in revenue producing activities		$2,624
Expenditures		
Composition	$ 160	
Supplies and materials	199	
Printing	5,702	
Collating and binding	560	
Postage	56	6,677
Memo: Expenditures in excess of receipts		$4,053

UNIVERSAL FELLOWSHIP PRESS: OTHER PUBLICATIONS		SCHEDULE 9
Revenues - included in revenue producing activities		$4,577
Expenditures		
Printing, collating, binding	$4,599	
Supplies and materials	176	
Equipment rental	2,862	
Postage	41	
Promotion	40	
Less increase in inventory value	(879)	6,839
Memo: Expenditures in excess of receipts		$2,262

GENERAL, EXECUTIVE, AND TREASURER'S OFFICES — SCHEDULE 10

Expenditures		
Staff salaries	$54,983	
Health and life insurance benefits	5,158	
Personnel relocation	642	
Rental of premises	6,225	
Rental of equipment	4,746	
Telephone service	7,939	
Travel and lodging, Board of Elders	9,572	
Other travel	2,863	
Advertising	357	
Automotive	214	
Bank service charges	207	
Late charges and penalties	141	
Cleaning and trash removal	1,326	
Insurance	168	
Legal and accounting services	1,265	
Public relations	416	
Office expenses	1,204	
Stationery and printing	1,320	
Repair and maintenance	358	
Postage	1,886	
Clerical assistance	540	
Taxes and licenses	250	$101,780

EXHIBIT C

STATEMENT OF BALANCING ACCOUNT - GENERAL FUND
For the year ended June 30, 1977

Balancing account, June 30, 1976		$12,803
Adjustments to beginning balance:		
Add accounts receivable at June 30, 1976	$2,793	
Deduct accounts payable at June 30, 1976	(3,409)	
Deduct deposits in transit at June 30, 1976	(4,852)	(5,468)
Restated balance, June 30, 1976		$ 7,335
Transfer beginning balance of insurance related accounts to a separate fund		(63)
Write off accumulated costs of "thrift shop" which had been carried as a deferred expense (Note #5)		(2,458)
Excess of expenditures over income, less capital expenditures, for year ended June 30, 1977 (Exhibit B)		(9,675)
Balancing account, June 30, 1977 (Deficit)		($4,861)

Section V through Section X

Analysis and Comments

The following sections are in somewhat different order than indicated in Section I, Contents of the Report, due to the fact that the auditors rearranged some material in their report. In the interest of economy, it seemed better to the Treasurer not to go to the expense of rewriting and typing the material in different format.

1. The Certified Public Accounting frim of Crosby and Monroe, Los Angeles, California audited our books and their auditing statement is the first item following these narrative remarks. It should be noted that they add no qualifications or suggestions to their report, indicating the financial accounting practices of the Fellowship with regard to churches in the United States is in accord with correct accounting principles. This is the culmination of a long road to a goal cherished by the Treasurer to move us from primitive bookkeeping which has often resulted in errors or lack of information which in turn led us into errors of judgement in planning for the future. For the first time we can have absolute confidence in our figures and we can begin some realistic forecasting. The auditors will continue their work for us this next year. They will be asked to provide four additional services. First, by converting the General Ledger to computer they will save our overworked staff considerable time in laborious hand posting. This will allow the staff time for better communications and for better analysis of financial data. In addition, it will provide the Elders with a monthly statement of our financial position which in turn will assure complete quarterly reports may be sent to the Churches. This is crucial now that General Conference will be held every other year. Second, the auditors will be asked to review our entire financial reporting system to determine that we are in accordance with all rules governing our tax exempt status. Third, they will be asked to consult their colleagues with international experience for advice on the best way to provide a truly multi-national financial accounting system so that our growing Churches in Australasia, Canada, Nigeria, South Africa and the United Kingdom may be more completely included in overall Fellowship reporting and planning. It is essential that both the national interests and desires of Churches in those countries and the responsibility to the General Conference of the Treasurer and Board of Elders for the whole Fellowship be more clearly defined and reconciled. Fourth, they will assist the Finance Committee and the Finance Advisory Board in developing an accounting manual for our individual Churches so we may bring all Churches into a conformity to accounting principles both for the protection of the Churches and of the Fellowship.

2. The next item is one note from the auditors to the Financial Statements. These are self-explanatory but the Treasurer wishes to comment on three items.

> Note #2. As we set up to new accounting system it became necessary to correct problems growing out of past, less complete bookkeeping. When our full-time staff took over the administrative office, we did a search of the records in the office. In most cases record keeping to that time had been done by volunteers or when the small staff could get to it. This led, in turn, to many things being left incomplete. We discovered the accounts payable had been understated in last years' report by $3,409. and that the accounts receivable had been understated by $2,793. When these adjustments together with deducting deposits in

transit were made the balance with which we began this last fiscal year was reduced from $12,803. to $7,335. We also transferred the health and insurance program from the general fund to a separate account for more correct accounting purposes.

Note #5. In the previous year and during the first two months of this year an attempt to set up a thrift shop to provide additional income was made with the approval of the Elders. Unfortunately, the manager of the thrift shop, a man with experience in the field and good references victimized us and when things began to catch up with him, left the area. Having made considerable investment we tried to keep the store going, but we could not find stable management. Finally, the Treasurer advised the Elders to close this venture and not engage in any other outside business venture until we had sufficient staff, appropriate business management and sufficient capital to assure its profitability. The Elders concurred and voted to withdraw from the enterprise. The Treasurer accepted the advice of our accountant, Herb Shannon, and of the auditors to write last years costs of $2,458. together with this years costs off the books so it would not be carried unrealistically as a prepaid item for a future operation. The items discussed in Notes #2 & #5 are shown in Exhibit C which will be further discussed later.

Note #3. The auditors examined the Fellowship's policy with regard to social action both in the headquarters and in the Washington, D. C. field office. In their opinion, our activities in the past year have not violated the rules governing our tax exempt status.

3. The next item is the balance sheet for the General Fund. You should note the following:

a. Accounts receivable represent primarily money due the Fellowship from member Churches for orders for books, In Unity, and other materials. The departments receiving orders and filling them notify Herb Shannon who then invoices the Church. When we came to the office last year there was no real system for this. Mr. Shannon laboriously went through boxes of old records and brought the records up to date. The Churches were then invoiced and most either corrected the record if it was in error or paid the amount due. This system is now allowing us to operate on a current basis.

b. Amounts due from the insurance fund includes premiums due from previous months as well as thepremium due July 1 for which we had not received payment as yet from individual Churches. This will be discussed further later in this section.

c. Accounts payable represented the position as of June 30, as explained in the last financial statement to Churches in April. The correction to accounts payable from last year, the deficit from General Conference last year and the expenses associated with expanding the headquarters staff resulted in an alarming increase in the accounts payable at a time of cash flow crisis. As has been indicated in previous reports and in Section I of this report, we met this situation by stringent economies and the seeking of new capitol through donations. As the situation corrected itself, we then applied as much money as possible to paying down the accounts payable.

d. Bank overdraft represents the amount of money we overdrew the account to pay salaries and the health and life insurance premium for July 1. We have noted that we have arranged with our bank to do this, but this figure dramatically illustrates our need for reserve funds. Our income from Churches reaches us after the 10th of the month. Our salaries, rents and insurance premiums are due the first of the month.

4. On the next page is a summary of receipts and expenditures. Note that receipts are greater than those reported in the unaudited part I of Section IV of this report. This is due to the auditors making some adjustments in our reporting procedure and including Samaritan Theological Institute and the Washington, D. C. field office in their report. Their total of $164,965. excluding the non-U.S.A. sources of income comes very close to our total projected budget for the year of $168,000.

5. Expenditures for individual departments will be discussed in Commenting on Secedules 1 though 9 below. A non-profit organization should not show a profit and at this stage of our dynamic growth our Church should be spending most of our receipts to sustain our growth and fund our programs. However, we should not be spending more than we receive. The difficulties under which we have operated this year is again illustrated in an excess of expenditures over revenue of $13,256. This was covered by the balance at the beginning of the year, by a 1072 loan and by the bank overdraft at the first of the month.

6. The next page indicates the change in financial condition. It shows the net effect of a year of deficit operation. While assets increased during the year by $5,953. our liabilities for the year increased by $17,533. leaving us with a decrease in working capitol of $11,580. It should be noted that the bank overdraft of $5,228. never reached the bank as money was deposited from incoming tithes within the next two or three days.

7. Exhibit E and 7 analyze the health and life Insurance Fund. The accounts receivable of $2,433. represents premiums due from ministers and staff either for previous months or for the month of July. Francis Joachim has done an admirable job in bringing this fund from a deficit state to a position of paying for itself over the year.

Our insurance company has allowed us to pay in the current month for the insurance of that month. In a change of policy they are now requiring prepayment. To put us in a position to meet that cost we shall ask you to send us a double insurance payment next month. This will put those on the program one month ahead in accordance with usual insurance practice. Any Church or individual unable to do this should inform Francis Joachim as soon as possible in writing.

8. Schedules 1 through 9 indicate the net result of operations by departments. Ministers Conferences and Samaritan Theological Institute registered a small gain in operations. World Church Extension figures include funds to Reverend Carlton and the work in the United Kingdom and donations to Nigeria

which went primarily to reimbursing Reverend Maduka's trip to the United States. These figures do not include monies expended in Australasia and Canada or donations made directly to these works by individual Churches. All such donations should be reported to us so they may be credited in the books.

Innovative Ministeries expenditures includes $550. due to the Interfaith Coalition for the Aging of which we are a member. The Washington, D.C. office is to be commended for its work to aid in its own funding. It has received $4,963. in donations outside the General Fund. This includes donations from Dignity and Integrity. The field office is highly respected and the best evidence of that is the size of outside donations.

In Unity magazine sustained a substantial loss of $4,053. This is largely due to our policy decision not to take advertising. During this next year we shall need to llok at the questions of advertising again or we shall have to redesign the format of In Unity to a much less expensive design. In Unity is highly regarded outside the Fellowship and we would like to continue it if we can do so on a regular basis (either every two months or every quarter) without sustaining an unacceptable loss.

The other section of the publications department is closing the gap between expenditures and receipts and we believe it will become an income producing department over the next year. The new Norman Pittinger book and several other publications promise to sell well.

The expenditures for the Executive office are in line with the budget predictions of last year as indicated in Section IV.

9. Exhibit C shows a deficit of $4,861. after all adjustments. While not excessive for operations of our magnitude, the figure indicates that for the next two years we must ontinue stringent economies and maximize growth in income.

Financial Report
Church Year 1976-77

Section XI

Summary

I. We have presented to you the most comprehensive report in the history of the Fellowship. The report indicates the following:

1. Though we stepped out on fiath last year and approved a very large budget increase, our faith in God's ability to touch your hearts has proved well founded. The income projections were remarkably accurate and are an indication of the continuing growth of the Fellowship

2. Unfortunately, the variation in the income pattern each month made it difficult to operate with confidence in our ability to pay each month's bills on time. The cash flow problem facing us each month and the fact that expenditures are so near income indicate the absolute need for continuing a program for stringent economy and for building a substantial reserve fund through the next two fiscal years. In saying this we also understand the need to improve the honorarium and benefit schedule of our staff and to fund properly several important programs for our Fellowship. All these considerations will be reflected in the budget.

3. In view of the tight economic circumstances under which we operated through the year, we belive we exercised prudence and economy. Difficult decision made in the year proved to be correct ones. As a result we completed the year having substantially paid our bills and having funded an enormous variety of outreaches.

4. This year saw the completion of several important objectives the Treasurer formulated when he was elected four years ago.

a. We have established a financial accounting section with a properly trained staff.

b. We have implemented and refined the new accounting system and we have brought old records up to date.

c. We have put the health and life insurance program on a sound fiscal basis and collected many old debts.

d. We have established an inventory system and a tithing notice to Churches system which has increased receipts and assisted in bringing them to the office in a more timely manner.

e. We have been audited by both a management and a certified Public Accounting firm and have received their approval for our accounting methods.

f. We have presented you the first audited report in our Fellowship history.

g. We have established the Finance Committee as an important and permanent body to assist the Treasurer. The members have been of great help this year in advising the Treasurer.

h. We have provided a forum for greater input from and communication with the laity and clergy through the Finance Advisory Board.

i. We have begun to examine methods for receiving income from other sources than Church tithes.

5. The Treasurer sees the next two years as a time when we must accomplish the following: (the finance committee agrees with much of this assessment).

1. Continue the program of refining the financial and accounting system.
2. Expand the role of the Fellowship's auditors and management consultant with regard to long range financial planning.
3. Firmly establish the Finance Committee and the Finance Advisory Board as advisory bodies with regular input to the Treasurer and the Elders.
4. Improve the reporting procedures from the Fellowship to the field and from the Church bodies to the Fellowship.
5. Assure quarterly reports to the Churches on our financial status.
6. Re-examine the Fellowship's benefits program particularly with regards to a retirement program.
7. Provide a method for flexibly examining and adjusting the budget between biennial conference while assuring the General Conference retains ultimate control.
8. Incorporate the Samaritan Theological Institute and establish it on a firm financial base.
9. Investigate ways of uniting the Fellowship finances of the Church Extension Districts and areas with those of the U.S.A. to assure greater accountability and to allow for more comprehensive financial planning.
10. Establish a policy of directing 5% of tithes received on a monthly basis to a special trust account until sufficient reserves are accumulated to pay Fellowship operations for at least two months.
11. Develop policies and procedures to protect the tax exempt status of the Fellowship and urge conformity by member Churches to such policies and procedures.
12. Develop with the Finance Committee and the Finance Advisory Board a manual for Churches to assist in developing an adequate and more uniform system of accounting in our Church bodies. Develop from this group audit and assistance teams who may on request of districts and Churches help them with accounting, auditing, or special financial advice. Develop training workshops for Treasurers to be given at District Conferences.
13. Expand the Finance Committee and make it co-sexual.

Respectfully submitted,

Reverend Elder James E. Sandmire
Treasurer, Board of Elders

JES/fkz

Finance Committee
Rev. Jim Harris
Francis Joachim
Herb Shannon
Rev. Howard Williams

CHURCH YEAR 1977-78

PROPOSED BUDGET

INCOME PROJECTION

			Total
1.	Tithes USA		139,000
2.	Church World Extension		
	a. General Conference Offering	8,000	
	b. Extension Sunday	4,000	
	c. Contributions from Australasia	6,000	
	d. Contribution from Canada	3,500	
	e. Other	2,000	
	Total		23,500
3.	Institutional Ministry		4,000
4.	Samaritan Theological Institute donations other than Samaritan Sunday		2,000
5.	Undesignated Offerings		12,000
6.	Other designated Offerings and gifts		8,000
7.	Fellowship Press		
	a. In Unity		10,000
	b. Other Publications		8,000
	c. Church Services		1,000
8.	Ministers Conference		1,500
9.	Income from other Commissions and Committees		2,500
			211,500

PROPOSED BUDGET-CHURCH YEARS 1977-78 AND 1978-79
PROJECTED DISBURSEMENTS

Item	1977-1978	1978-1979
O. Social Action Task Force on Women Task Force on Men Task Force on Racism Task Force on Human Rights	1,500	2,000
P. Other	300	300
Q. Fellowship Press		
a. In Unity	5,500	7,500
b. Other Publications	3,000	5,000
c. Church Services	750	1,200
R. Contingency and Reserves	5,600	5,600
TOTAL NON-ADMINISTRATIVE EXPENSES	55,600	93,950

	1977-1978		1978-1979
	Minimum	Maximum	
TOTAL EXPENSES	204,584	215,350	283,050

PROPOSED BUDGET-CHURCH YEARS 1977-78 AND 1978-79
PROJECTED DISBURSEMENTS

Item	1977-1978 Minimum	1977-1978 Maximum	1978-1979
A. Administrative Expenses			
1. Honorarium and Salaries-General			
a. Moderator	10,200	10,500	12,000
b. Administrative Elder	9,600	9,900	11,400
c. Administrative Manager (layperson)	9,300	9,450	10,200
d. Executive Secretary	6,900	7,050	7,800
e. Director, Washington, D.C. Field Office	6,300	7,050	7,800
f. Administrative Assistant, Wash.D.C. Field Off.	6,000	6,300	6,900
g. Secretary	6,000	6,300	6,900
2. Honorarium and Salaries-To Departments			
a. Director, Publications	6,300	7,050	7,800
b. Director, Church Services	6,300	7,050	7,800
c. Director, Institutional Ministries	6,300	7,050	7,800
TOTAL HONORARIUM AND SALARIES	73,200	77,700	86,400
3. Staff Health and Welfare	5,000	5,000	6,500
4. Allowances			
a. Housing (Elders)	4,200	5,400	6,600
b. Automobile Expense	1,200	1,200	1,200
c. Public Relations	1,200	1,200	2,400
5. Travel Expense			
a. Board of Elders	9,600	12,000	15,000
b. Other	2,400	3,600	4,800

PROJECTED DISBURSEMENTS

Item	1977-1978 Minimum	1977-1978 Maximum	1978-1979
A. Administrative Expenses (Continued)			
6. Advertising	1,200	1,200	2,400
7. Cleaning	1,800	1,800	2,200
8. Dues and Subscriptions	1,000	1,000	1,500
9. Legal and Accounting			
a. Accounting and Auditing	2,000	2,400	3,000
b. Staff Accoutant	7,284	7,650	8,400
c. Legal	1,200	1,200	1,200
10. Rent			
a. Los Angeles, California	8,700	9,900	12,100
b. Washington, D.C.	2,400	2,400	3,000
11. Equipment Rental and Purchase	7,200	7,200	7,200
12. Office Expense			
a. Postage, Los Angeles	1,500	1,500	2,500
b. Printing, Stationery, Supplies, L.A.	6,000	6,000	8,000
c. Postage, Washington, D.C.	600	600	800
d. Printing, Stationery, Supplies, Washington,DC	600	600	600
13. Telephone			
a. Los Angeles	8,400	8,400	10,000
b. Washington,D.C.	1,800	1,800	2,400
14. Consulting	500	1,000	1,000
15. Casulty and Liability	800	800	900
16. Liabilities	6,400	6,400	-0-
TOTAL ADMINISTRATIVE EXPENSES	156,184	166,950	190.000

PROPOSED BUDGET-CHURCH YEARS 1977-78 AND 1978-79
PROJECTED DISBURSEMENTS

Item		1977-1978	1978-1979
B. Fellowship Conference			
1. Ministers Conference		2,500	3,800
2. General Conference 1979		-0-	20,000
C. Committee on Lay Concerns		750	1,200
D. Samaritan Theological Institute		5,500	7,500
E. Church World Extension			
District of Australasia		6,000	8,000
District of Canada		3,500	5,000
Africa (Nigeria and South Africa)		5,000	6,000
United Kingdom and Western Europe		5,500	6,000
	Sub-total	20,000	25,000
F. Institutional Ministries (other than Director)		2,500	3,500
G. Campus Ministry		1,000	2,000
H. Innovative Ministries		750	1,200
I. Faith, Fellowship and Order		1,000	1,200
J. Bylaws		500	500
K. Government Structures and Systems		1,200	1,200
L. Christian Education		1,500	3,000
M. New Works		1,500	1,500
N. Hymnody		750	750

1. Resolution from the Caucus of Missions and Study Groups:

Whereas: the Missions and Study Groups of the Universal Fellowship of Metropolitan Community Churches had long been a disenfranchised portion of the Body of Christ.

Whereas: Missions and Study Groups, as a result, had felt removed from the mainstream of the Fellowship.

Whereas: This Eighth General Conference has seen fit to recognize these groups as viable congregations of the Body of Christ.

Be it therefore resolved that all the Missions and Study Groups of the Universal Fellowship of Metropolitan Community Churches would like to commend this Eighth General Conference for their overwhelming expression of faith in these congregations and we hereby pledge our continued faith in, and support of, the Fellowship.

****
****

2. BE IT RESOLVED that this Eighth General Conference extend appreciation to our widely based Ministry of Music that came together to praise God and share love.

And be it further resolved that these talents be encouraged to develope at all levels of our Universal Fellowship, as a viable Ministry to carry the Good News of Jesus Christ to all people.

Signed:

Robert Converse, Larry Uhrig, Rev. Karen J. Linstrom, Joseph Gilbert, Rev. June Morris, Rev. Ken Martin, Nancy Avard

****
****

3. BE IT RESOLVED that it is recognized this Fellowship is composed of both clergy and laity ministering to each other in a positive manner through word and deed.

Signed: Dennis Tracy
MCCD

****
****

4. RESOLUTION: Recommended action concerning Anita Bryant's stand in opposition to civil rights of homosexuals.

WHEREAS, Nationally-known celebrity Anita Bryant led a protest group against civil rights for Dade County homosexuals before the Dade County Metro Commission on January 18,1977; and,
WHEREAS, the Dade County Metro Commission passed an ordinance on January 18, 1977, prohibiting discrimination against homosexuals in housing, public accommodations, and employment; and,
WHEREAS, Anita Bryant helped to organize a group called "Save Our Children, Inc." and pledged to fight and overturn the ordinance;and,
WHEREAS, she is making bigoted, inflammatory, insulting and highly erroneous statements about the gay community in general; and,
WHEREAS, she is therefore not representing the interests of the 800,000 homosexuals and the 1,600,000 bisexuals in the state of Florida, or the 60,000,000 homosexual and bisexual citizens in the United States; and,
WHEREAS, it is not in the "public interest, convenience and necessity" of the gay community for her ads to appear on television; and,
WHEREAS, her attacks on the rights of gay people could easily be extended to include any group which has lifestyles or views differing from hers; therefore,
BE IT RESOLVED, that all, especially women, write letters to First Lady Rosalynn Carter (*), urging her not to appear on any talk show hosted by Anita Bryant; and,
BE IT RESOLVED, that all homosexuals, bisexuals, relatives, and friends write letters of protest to the following:

Mr. Richard E. Wiley, Chairman
Federal Communications Commission
1919 M Street NW
Washington, D.C. 20554

and,
BE IT RESOLVED, THAT, whenever a television commercial for Florida citrus featuring Anita Bryant is shown on television, we protest to the program or station manager the morning following the showing of such ad; and,
BE IT RESOLVED, that homosexuals and bisexuals be prepared to counteract Anita Bryant's intolerance, ignorance, and bigotry, not only for the rights of gay people, but also those of all minority groups as guaranteed by the Constitution of these United States.

BE IT RESOLVED that all members and friends of the church bodies known as UFMCC be encouraged to boycott all Florida citrus products.

(*) Mrs. Carter
The White House
Washington, D.C. 20500

As amended and adopted by the Universal Fellowship of Metropolitan Community Churches -- Southeast District
June 11, 1977

5. WHEREAS, U.F.M.C.C. believes that homophobia and all oppression is contradictory to and distructive of the Gospel of Jesus the Christ;
WHEREAS, homophobia originates out of misogyny (the denigration and hatred of women);
WHEREAS, homophobia is just one of the violent offspring of misogyny;

BE IT RESOLVED that this General Conference pledge to lovingly but fervantly dispel misogyny wherever we find it, in ourselves and in society.

signed:
Rev. Karen Ziegler, Rev. Shelley Hamilton, Rev. Marg Regona, Jean Cralley
Rev. Don Borbe

****
****

6. BE IT RESOLVED THAT if at all possible no person who has sat in review of an application for licensure or for ordination in this Fellowship on a District Committee on Ministerial Credentials and Affairs should take part in the review of that same application by the UFMCC Committee on Ministerial Credentials and Affairs.

signed:
Rev. J. Gilbert, Rev. Gilbert Lincoln, Fredrick Bradford, Rev. Jim Jaynes,
Robert Mehl, Robart Bermel, Rev. Larry Bernier

****
****

7. WHEREAS, this General Conference of the UFMCC has rejected a by-law amendment which would have provided for the ordination of Deacons in this Fellowship; and,
WHEREAS, it has nonetheless been the historic custom of many Christian bodies to set apart Deacons by the laying-on of hands with prayer; and,
WHEREAS, in the minds of many in our Fellowship it is unclear what difference, if any, there may be between the ordination of professional clergy and that of Deacons, except as respects the duties to which the Church calls them severally; and whereas others of our Fellowship are beginning to be concerned that the Fellowship more carefully define its intention in its Rite of Ordination, a task which must await work in the future;
THEREFORE BE IT RESOLVED that it is the sense of this General Conference of the UFMCC that it is appropriate for local churches to determine whether they wish to mark the induction of Deacons to office by laying on of hands with prayer, and with the citation of appropriate Scriptures, so lang as it is clearly stipulated that what they do is not done in conformity to the local Church's sense of the requirement of Scripture and the validity of the historic practice of Christian Churches.

signed:
Rev. J. Gilbert, Rev. Gilbert Lincoln, Fredrick Bradford, Rev. James Beers,
Rev. Jim Jaynes, Robert Mehl, Robert Bermel, Rev. Larry Bernier.

****
****

8. BE IT RESOLVED that at least one copy of the Board of Elders White Paper be forwarded to local church bodies no less than two weeks prior to each General Conference.
RATIONALE: This will allow the ministers and lay delegates to read and review the same prior to Conference. This will alleviate the necessity for this paper to be read on the floor of General Conference.
BE IT RESOLVED that where possible the reports of all Fellowship Boards, Commissions, committees, Task Forces be provided to all lay delegates and ministers at the business meeting one day prior to its presentation.
RATIONALE: This will allow the ministers and delegates the opportunity to read the reports ahead of time and eliminate the necessity of long reports being read from the floor.

signed:
Los Angeles

****
****

9. WHEREAS, the Rev. Paul Van Hecke is the eldest minister in our Fellowship;and,
WHEREAS, he has celebrated his 80th birthday during this eighth General Conference;
BE IT RESOLVED that we wish the Rev. Van Hecke a joyous birthday, pray for him glorious years to come, and thank him for his many faithful and dedicated years of service in God's will.
PASSED TO RISING ACCLAMATION.

****
****

10. WHEREAS: this General Conference has been moving with remarkable smoothness and fullness and graciousness of Spirit; reports have been typed and prepared in record time; the altar has been set and ready; the P.A. and lights have functioned to our great assistance; information and answers to our myriad questions have been promptly and earnestly given; messages somehow always seem to find their mark; registration was the most difficult task due to problems beyond the control of the host church and yet was nevertheless promptly and effectively accomplished; transportation has been arranged even to the extent of enhancing our personal recreation; child care has been procided as a necessary precedent for our gatherings; public relations has been effectively cared for; the Rev. Frank Murr and the Rev. Karen Linstrom have been actively involved in the physical and technical operation of this Conference, on top of their own active participation in Conference business; Terry Beatty and Judy Dahl successfully and effectively undertook the task of Conference coordination; the Rev. Elder Charlie Arehart secured our excellent facilities; so many nameless and thankless tasks have been staffed by persons behind the scenes; the hospitality of the host church has been most gracious and committed;

We the Body of the Eighth General Conference heartily and sincerely express our greatest appreciation to the people of MCC of the Rockies, of Denver, Colorado.